



FOR PSA MEMBERS: **FREE STATE DEPARTMENT OF EDUCATION**

14-09-2026

PSA raises serious *POPIA* concern with Free State Department of Education

The PSA informs members that the Union has formally raised a serious concern with the Free State Department of Education regarding alleged unauthorised disclosure of employees' personal information. The PSA became aware of a document that was circulated, containing the names and identity numbers of employees, together with information indicating that these employees were to be subjected to disciplinary hearings.

The PSA is extremely concerned that the disclosure of such personal information may constitute a breach of the *Protection of Personal Information Act (POPIA)*. *POPIA* places a legal obligation on employers and public institutions to process and protect personal information responsibly, lawfully, and securely. Information such as identity numbers and disciplinary-related matters is sensitive in nature and must be handled with the utmost confidentiality. Any unauthorised disclosure can potentially expose employees to prejudice, harm, or reputational damage.

The PSA views the protection of members' personal information as a fundamental right and takes any alleged breach of confidentiality seriously. Consequently, the matter has been formally escalated to the Head of Department of the Free State Department of Education. The PSA has requested an urgent investigation into the circumstances surrounding the circulation of the document, steps taken to contain any further dissemination, and measures that will be implemented to prevent similar incidents in future.

Members are assured that the PSA will continue to monitor the matter closely and engage the Department to ensure accountability and compliance with all applicable legislation and policies governing the protection of personal information. The PSA is committed to safeguarding the rights, dignity, and privacy of members. Further updates will be communicated based on as developments.

Reuben Maleka
GENERAL SECRETARY