



FOR PSA MEMBERS: **GAUTENG – PRETORIA AREA**

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27-01-2026

## Victory for PSA members in Pretoria

### Department of Home Affairs

- The PSA represented a member who in 2022, following charges of gross negligence and dereliction of duty, was demoted from level 15 to level 13 as an alternative to dismissal. The PSA challenged the fairness of the demotion. After the arbitration, in which the PSA presented a strong case, the Commissioner found that the demotion was unfair as it was imposed without prior consultation. The Commissioner found that the demotion was excessive, two levels down. The Commissioner granted the member relief in the form of reinstatement to level 15 and compensation.
- In another matter at the Department, a member was charged with misconduct related to irregular processing of a smart identity card. The PSA represented the member and advised the member to plead not guilty. The PSA vigorously cross-examined the employer's witnesses and presented the member's case to the Chairperson. The Chairperson, at the end of the hearing, found that the Department, based on a balance of probabilities, had not discharged the onus in adducing evidence to the effect that the member had committed misconduct. The Chairperson found the member not guilty on the allegation.

### Department of Employment and Labour

- The PSA represented a member who was charged with misconduct related to absenteeism. At the disciplinary hearing, the member pleaded guilty. The PSA then submitted persuasive mitigating factors with evidence to show that the employer did not follow due process. After the convincing mitigating factors, the Chairperson issued a sanction of a final written warning for a dismissible offence.
- In another matter at the Department, a member was denied his birthday bonus for the 2023/24-financial year. After the member lodged a grievance with the employer and not receiving an adequate response, the PSA referred the matter for arbitration. At the pre-arbitration hearing, the PSA convinced the employer with evidence that the Department committed unfair labour practice. Parties then agreed to enter into a settlement agreement before the Commissioner at the arbitration. A settlement agreement was signed wherein it was agreed the employer will pay monies due to the member with interest. The member was paid.

### Gauteng Department of Basic Education

Members are employed by a school governing body at a high school and complained that they were not remunerated properly. The members complained that their years of service were not taken into

consideration and there were discrepancies in their salaries. The PSA intervened and arranged a meeting with the school governing body. The PSA convinced the school governing body to agree on a job evaluation for all employees at the school. The employer, through persuasion of the PSA, revised the members' salary scales to match those of the DPSA, and for those who were paid below prescribed notches, their salaries were adjusted accordingly.

The members have expressed gratitude for the PSA's support and successful resolution of their matters. The PSA is committed to providing strong representation in all matters.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER