



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

21-08-2026

Victory for PSA members

Department of Higher Education and Training

The PSA, in arbitration, assisted a member who was dismissed for misconduct in January 2023, relating to approving salary adjustment for an employee without approval and making two payments to an employee, which allegedly resulted in irregular payment. The PSA referred the matter for arbitration relating to unfair dismissal. At the arbitration, the PSA presented a formidable case by cross examining the employer's witnesses and presenting evidence that the member did not break a rule as payment was justified. Furthermore, the PSA presented evidence that the employer did not apply discipline consistently as other employees implicated in similar conduct were not disciplined. The Commissioner found that the dismissal was substantially unfair because the dismissal was harsh in the circumstances. The Commissioner ordered that the member be reinstated with immediate effect and that the dismissal be substituted with a final written warning.

Department of Home Affairs

The PSA successfully represented a member who alleged an unfair labour practice relating to his precautionary suspension. The PSA referred the matter for arbitration at the GPSSBC, arguing that the Department failed to hold a disciplinary hearing within the period prescribed by PSCBC Resolution 1/2003, and that the suspension exceeded the permitted 60-day period. The PSA meticulously presented the member's case and the Commissioner found that the Department committed an unfair labour practice relating to suspension. The Commissioner found that the suspension could not be uplifted owing to the seriousness of the allegations but awarded two months' compensation as the Department failed to provide a satisfactory explanation for the lengthy delay.

Department of Correctional Services

A member was involved in a dispute with the Department regarding whether he was entitled to a once-off 10% bonus under GPSSBC Resolution 5/2014 after obtaining a qualification in April 2022. The Department argued that the qualification was not sufficiently related to the position and performance. The PSA referred the matter for arbitration. During arbitration the PSA made the Department concede that there had been an error in the performance agreement and acknowledged that it had a duty to pay the bonus. The Commissioner found that the qualification was connected to the member's scope of work and that the failure to recognise the qualification and pay the bonus constituted an unfair labour practice.

relating to benefits. The Commissioner ordered the Department to pay the member the once-off 10% qualification bonus.

Department of Military Veterans

The PSA assisted a member involved in a disciplinary hearing who was charged with four charges relating to gross insubordination, failure to carry out lawful instruction, dereliction of duty, and loss of state property. At the disciplinary hearing, the PSA presented a strong case by cross examining the employer's witnesses and leading evidence that the member never committed misconduct. The Chairperson found that the Department's case was unsupported by sufficient evidence. The evidence instead showed that the member had performed the required duties. The evidence also showed that the member raised legitimate SCM compliance concerns and there was no proof the member acted insubordinately, neglected duties, or caused loss of procurement files. The member was fully exonerated on all charges when not found guilty.

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

Employees who want to join the PSA can contact the following PSA Organising/Marketing Officers:

- molefe.mosaka@psa.co.za / 082 880 8927
- perma.thobela@psa.co.za / 082 880 8929
- madimetja.mautla@psa.co.za / 078 455 6166
- angelica.jacobson@psa.co.za / 071 893 0760

Reuben Maleka
GENERAL MANAGER