



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

16-09-2026

Victory for PSA member

PSA secures justice and reinstatement for member after unfair dismissal

The PSA once again demonstrated the Union's commitment to defending the rights and interests of members by securing a favourable arbitration award for a General Assistant employed by the Gauteng Department of Education.

The member faced serious misconduct allegations after being accused of sexually assaulting a learner. Despite maintaining innocence, the member was found guilty and subsequently dismissed from the Department. The PSA did not accept the outcome and appealed on behalf of the member. Although the appeal was unsuccessful, the PSA remained committed to pursuing the matter through the appropriate dispute-resolution mechanisms. The matter was referred to the General Public Service Sectoral Bargaining Council (GPSSBC) for arbitration. Following arbitration proceedings, the arbitrator found in favour of the member and ordered the Department to reinstate the member and pay six months' retrospective remuneration.

The award represents a significant victory for the member, who will be able to return to work and recover six months of remuneration as ordered by the arbitrator. The successful outcome highlights the importance of effective Union representation and the PSA's commitment to ensuring that members are afforded every opportunity to challenge disciplinary decisions through the appropriate legal and collective-bargaining processes.

The PSA is committed to protecting members, defending their rights, and pursuing justice where members face unfair treatment in the workplace.

Reuben Maleka
GENERAL SECRETARY