



**FOR PSA MEMBERS: DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET) -
JOHANNESBURG AREA**

28-10-2026

Victory for PSA member at DHET

A PSA member employed by the TVET College in Johannesburg was charged with misconduct, and three allegations were preferred against him, namely, negligence, failure to comply with the recruitment and selection policy of the Department and failure to carry out lawful and reasonable instructions by the employer. The PSA, through its dedicated Full-Time Shop Steward, represented the member and, after a full disciplinary hearing, the member was found not guilty and acquitted on all allegations levelled against him. While the PSA does not condone any wrongdoing by members, the Union will always ensure that members get the best representation to safeguard their careers and to ensure that they do not fall prey to unsubstantiated allegations for ulterior motives.

A key principle is that an employer cannot simply decide to charge an employee without having fully investigated and ensured that there are grounds to charge, or not to avoid this situation, as it has the potential to frustrate members unnecessarily. The PSA is committed to protecting its members, defending their rights, and pursuing justice where members face unfair disciplinary hearings.

Reuben Maleka
GENERAL SECRETARY