



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

29-10-2026

PSA secures lifeline for member through negotiation

The objectives of the *Labour Relations Act* are to promote social justice and economic development. When these objectives are achieved through fair labour practices and meaningful representation, it is a cause for celebration.

The PSA, through negotiation and effective representation, successfully safeguarded the livelihood of a member who was facing possible termination of employment following allegations of misconduct relating to fraud at the member's former workplace and misrepresentation at the current workplace. The member was placed on a precautionary transfer whilst investigations were conducted - a process that continued for a period of almost three years. Despite the prolonged uncertainty surrounding employment, the member continued to serve the community with dedication and diligence. During this period, the member demonstrated remorse, commitment, and rehabilitation, earning the support and appreciation of the community. The member's contribution proved invaluable to staff and students, demonstrating a continued commitment to public service.

Through the PSA's intervention and negotiations, the matter resulted in a three-month suspension rather than dismissal. This outcome preserved the member's employment and livelihood and provided an opportunity to continue rebuilding a career and contributing to the community. The outcome demonstrates the importance of effective employee representation, negotiation, and fair labour practices.

For the PSA, every member matters, and protecting a member's livelihood is at the heart of the Union's commitment to members. Fair labour relations can make a meaningful difference in employees' lives.

Reuben Maleka
GENERAL SECRETARY