



**FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF EDUCATION -
PIETERMARITZBURG AREA**

14-10-2026

PSA provides effective representation to Department of Education member

The PSA successfully represented a Department of Education member who faced three disciplinary charges in terms of Annexure A of PSCBC Resolution 1/2003. The member was charged with alleged prolonged absence from work, leaving work early without authorisation, and allegedly reporting for duty under the influence of alcohol.

The member was represented by Mr SB Gcabashe, a PSA shop steward, who ensured that the member received Union representation during the disciplinary proceedings. Although the member pleaded guilty to all three charges, the PSA presented strong mitigating factors on the member's behalf and made submissions regarding an appropriate and fair sanction.

After considering the submissions, the Chairperson imposed a final written warning as a sanction. The outcome highlights the importance of effective Union representation in disciplinary proceedings. The PSA ensured that mitigating circumstances were placed before the Chairperson and considered in determining the appropriate sanction.

The PSA is committed to protecting members' employment interests, ensuring fair disciplinary processes, and providing representation and support to members facing disciplinary action.

Employees who would like to join the PSA, can reach PSA Organising/Marketing Officers: Zweli Msane - 082 880 8944 / Zweli.Msane@psa.co.za and Nkosephayo Zulu - 082 880 8994 / Nkosephayo.Zulu@psa.co.za.

Reuben Maleka
GENERAL SECRETARY