



FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF HEALTH – NKANDLA AREA

06-10-2026

Victory for PSA member

PSA representation saves member's job at Nkandla Hospital

A potentially career-ending disciplinary matter at Nkandla District Hospital ended with a positive outcome for a PSA member following dedicated representation by the PSA Durban Office. A pharmacist employed by the Department of Health faced four serious misconduct charges arising from allegations relating to duties whilst officially on call during 25 to 26 April 2026. The allegations included gross negligence, dereliction of duty, conduct prejudicial to the administration of the Department, and endangering patient safety. The seriousness of these allegations placed the member's continued employment at risk, with dismissal being a possible outcome.

Concerned about the possibility of losing employment, the member sought assistance from the PSA. The matter was assigned to Ernest Mkhize, a PSA Official at the PSA Durban Office, who represented the member throughout the disciplinary process. Through careful preparation and effective representation, the PSA ensured that all relevant facts and mitigating circumstances were properly presented before the disciplinary authority.

The disciplinary enquiry was convened on 9 July 2026 at Nkandla District Hospital. Following the PSA's intervention and representation, the member's dismissal was avoided. Instead, the outcome communicated on 23 July 2026 was a final written warning and one month's suspension without pay.

This outcome demonstrates the value of PSA membership and the importance of skilled representation when members face serious workplace challenges. The PSA is pleased with the favourable outcome and commends Mr Mkhize for his dedication, professionalism, and commitment to protecting the rights and interests of PSA members.

When workplace challenges arise, do not face these alone. Whether it is a disciplinary hearing, grievance, unfair labour practice, suspension, or any other employment-related dispute, the PSA is ready to stand with members every step of the way.

Reuben Maleka
GENERAL SECRETARY