



FOR PSA MEMBERS: KWAZULU-NATAL - PIETERMARITZBURG AREA

14-09-2026

PSA secures victory: Member exonerated in disciplinary hearing

The PSA successfully defended a member at the Department of Employment and Labour against allegations of misconduct relating to the processing and approval of Unemployment Insurance Fund (UIF) claims. The charges alleged that the member had contravened the *Unemployment Insurance Act 63*, abused authority, and fraudulently processed UIF applications to the value of R16 895. The member, who serves as a PSA shop steward in good standing, was represented by PSA Full-Time Shop Steward, Mr BK Mampece, who ensured that due process and the principles of fairness were upheld throughout the disciplinary proceedings.

In delivering the outcome, the Chairperson stated: "Having considered all the evidence presented, the credibility of the witnesses, the probabilities of the competing versions, the documentary evidence, and the applicable legal principles, I find that the employer has failed to discharge the required burden of proof". As a result, the member was found not guilty on all charges, and the allegations were dismissed.

The PSA is steadfast in the Union's commitment to protecting the rights and interests of members and ensuring that disciplinary processes are conducted fairly, transparently, and in accordance with applicable labour laws and the principles of natural justice. This outcome is particularly significant as it vindicates a PSA shop steward who has continued to serve members diligently and responsibly. It also reaffirms that every member is entitled to a fair hearing and effective representation. The outcome demonstrates the PSA's unwavering commitment to standing alongside members in the pursuit of justice, fairness, and accountability across the public service.

Employees who would like to join the PSA, can contact the PSA Full-Time Shop Steward, Mr BK Mampece - Khanyiso.Mampece@psaftss.co.za / 078 459 6207, or 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