



FOR PSA MEMBERS: **DEPARTMENT OF FORESTRY, FISHERIES, AND THE ENVIRONMENT –
KWAZULU-NATAL - PIETERMARITZBURG AREA**

27-07-2026

Victory for PSA member

PSA secures reinstatement and back pay for member following unfair dismissal

The PSA has secured a significant victory for a members employed by the Department of Forestry, Fisheries, and the Environment (DFFE) following successful arbitration in an unfair dismissal dispute. The member was dismissed on 20 August 2024 after being found guilty of 17 charges relating to the alleged misuse of a state vehicle. Dissatisfied with the outcome of the internal disciplinary process, the member approached the PSA's Provincial Office in Pietermaritzburg for assistance. The PSA Labour Relations Officer subsequently referred an unfair dismissal dispute to arbitration on the member's behalf.

After considering the evidence and submissions presented by both parties, the Commissioner found that the dismissal was substantively unfair and ordered the DFFE to reinstate the member with retrospective effect. In addition, the DFFE was ordered to pay the member R310 223.31 in back pay, representing the remuneration lost because of the unfair dismissal. This award represents another significant success for the PSA in safeguarding the rights and interests of the Union's members. It reinforces the fundamental principles of fairness, accountability, and due process that underpin South African labour law and serves as a reminder that disciplinary action must always be procedurally and substantively fair.

The outcome also highlights the value of Union representation and demonstrates the PSA's commitment to ensuring that members receive effective legal representation throughout disciplinary, arbitration, and other labour-related proceedings. The PSA is steadfast in the Union's commitment to protecting the rights of public servants and will continue to pursue justice, uphold fair labour practices, and defend members against unfair treatment in the workplace.

Reuben Maleka
GENERAL MANAGER