



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES – KWAZULU-NATAL:**
PIETERMARITZBURG AREA

08-09-2026

Victory for PSA member: Successful appeal secured

The PSA secured a significant victory for a members employed by the Department of Correctional Services, following a successful disciplinary appeal. The member had been dismissed after a disciplinary hearing on two counts of misconduct, to which he pleaded guilty. Believing that the sanction of dismissal was excessively harsh, the PSA Full-Time Shop Steward, Mr ME Xulu, lodged a comprehensive appeal on the member's behalf.

The appeal succeeded, resulting in the dismissal sanction being overturned. This outcome demonstrates the PSA's unwavering commitment to ensuring that disciplinary sanctions are fair, proportionate, and consistent with principles of justice. The Department's Appeal Authority upheld the findings of guilt but overturned the sanction of dismissal. It replaced the dismissal with an alternative sanction of three months' suspension without pay, allowing the member to retain employment. The member expressed satisfaction with the high level of representation provided by the PSA and commenced serving the sanction on 1 September 2026.

This outcome demonstrates the importance of fair disciplinary processes and effective representation. The PSA is committed to protecting the rights, dignity, and employment interests of members by ensuring that disciplinary sanctions are fair, reasonable, and proportionate.

Employees who would like to join the PSA can reach the PSA Full-Time Shop Steward, Mr ME Xulu - 078 511 8305/ Mphumzeni.Xulu@psaftss.co.za, 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