



FOR PSA MEMBERS: KWAZULU-NATAL - ULUNDI AREA

03-09-2026

Victory for PSA member: PSA secures fair and proportionate outcome for Care Worker

The PSA once again demonstrated the importance of effective trade-union representation when the Union successfully represented a Care Worker employed at a Care Facility under the Department of Social Development in Melmoth, KwaZulu-Natal, during a disciplinary inquiry earlier this year. The member faced three allegations of misconduct. At the commencement of the disciplinary proceedings, the PSA Full-Time Shop Steward, Mr J Bukhosini, from the PSA Provincial Office in Durban scrutinised the charges and raised preliminary arguments, challenging the basis on which one of the allegations had been brought. Following the PSA's intervention, one of the three charges was withdrawn. The enquiry proceeded on the remaining two charges.

After considering the evidence presented, the Presiding Officer found the member not guilty on one charge, confirming that the allegation had not been proven on the evidence before the inquiry. The member was found guilty on one charge relating to leave procedures. Importantly, the disciplinary process resulted in a final written warning, rather than a more severe sanction such as dismissal or suspension.

The member expressed satisfaction with the professional representation provided by the PSA and acknowledged the dedicated support received from the Full-Time Shop Steward.

To join the PSA, please contact Jabulani.Bukhosini@psa.co.za, Nkosinathi.Thwala@psa.co.za or Sakhile.Mdlalose@psa.co.za. Alternatively, call 063 737 8498, 082 880 8953 or 083 694 8989.

Reuben Maleka
GENERAL SECRETARY