



FOR PSA MEMBERS: LIMPOPO

05-05-2026

## Victory for PSA member

### Department of Home Affairs

A member approached the PSA for assistance with a disciplinary hearing after being served with allegations of misconduct for irregular registration of birth. The PSA presented the member in a disciplinary hearing. The Chairperson of the hearing found the member guilty and issued a sanction of dismissal. The PSA continued to assist the member in appealing the sanction but, unfortunately, the appeal authority confirmed the dismissal. The PSA further assisted the member to refer the matter to the Council for conciliation as the PSA believed that there were prospects of success. The matter could not be resolved during conciliation and the PSA requested arbitration.

In the arbitration hearing the PSA argued the substantive fairness of the dismissal in terms of the *Labour Relations Act*. The Commissioner ordered that the dismissal of the member was substantively unfair and ordered the Department of Home Affairs to reinstate the member and pay an amount of R474 675.84, calculated as the income the member lost during the dismissal. The Commissioner further ordered that the member should report for duty by February 2026.

The PSA wrote to the employer regarding the implementation of the award. The employer responded that it wanted to review the arbitration award. The PSA was left with no option but to certify the award for enforcement. The employer then decided to implement the arbitration award, and the member was informed to report for duty from 1 May 2026. The member thanked the PSA for the professional service and the support until reinstatement.

The PSA will do everything in the Union's power to protect member's rights and promote their interests as practicing service excellence is an important value of the PSA. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [Lawrence.muvhango@psa.co.za](mailto:Lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [Paulina.moloto@psa.co.za](mailto:Paulina.moloto@psa.co.za).

Reuben Maleka  
GENERAL MANAGER