



FOR PSA MEMBERS: **LIMPOPO**

22-10-2026

Successful outcomes in assisting members with individual labour matters

The PSA continues to advocate for and protect the rights and interests of the Union's members, securing positive outcomes through effective representation, thorough preparation, and constructive engagement with employers. The following cases highlight successful interventions on behalf of members:

Department of Agriculture

- In four separate disciplinary cases, PSA members faced allegations of misconduct, including misrepresentation and dereliction of duty in relation to supply-chain management processes involving the procurement of services. The PSA conducted extensive pre-disciplinary consultations to prepare for the hearings and assess the evidence against the members. Given the weight of the evidence, the members ultimately entered guilty pleas. During proceedings, the PSA presented compelling arguments in mitigation, highlighting several factors in support of leniency. These included the members' acceptance of responsibility, demonstrated personal gain or fraudulent intent, and their unblemished service records of more than 15 years. The PSA's representations highlighted the importance of considering both the seriousness of the misconduct and the individual circumstances of each member when determining an appropriate sanction. Following the mitigation process, all four members were issued with final written warnings.
- In a separate disciplinary matter, a PSA member faced serious allegations of misconduct, including workplace bullying and harassment, abuse of authority, and interference with an official investigation. From the outset, the member accepted responsibility for his actions and pleaded guilty to the charges. During pre-disciplinary proceedings, the PSA submitted representations to the employer acknowledging that the member's conduct fell short of the standards expected of a supervisor. The member also expressed regret for the distress caused to the complainant and the Department. The PSA appealed to the employer to consider a sanction other than dismissal, arguing that an alternative sanction would be appropriate in the circumstances. Following extensive engagements between parties, an agreement was reached that the member would be demoted. Demotion is a serious sanction with significant consequences for an employee's career and professional standing. Nevertheless, in this case, it provided an alternative to dismissal whilst ensuring that the misconduct was addressed and the member was held accountable. The outcome demonstrates the importance of effective representation and well-considered mitigation in disciplinary proceedings, particularly where a

member accepts responsibility and expresses remorse. Through this intervention, the PSA helped secure an agreed sanction of demotion as an alternative to dismissal, balancing accountability with the opportunity for the member to continue in employment.

The PSA will do everything in the Union's power to protect members' rights and promote their interests, as practicing service excellence is an important PSA value.

Members needing assistance with their cases can contact the PSA Provincial Manager at andry.mnisi@psa.co.za. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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GENERAL SECRETARY