



FOR PSA MEMBERS: LIMPOPO

27-10-2026

PSA successfully assists 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:

PSA intervention secures payment of outstanding overtime and standby allowances

Department of Health: The PSA successfully assisted a member during grievance proceedings after the employer failed to pay her standby and overtime allowances for January to April 2025. Following the PSA's efforts and intervention, the member received payment of R8 600 in outstanding allowances, demonstrating the importance of effective representation in safeguarding members.

Effective representation results in written warning

Department of Agriculture: A member faced disciplinary action for alleged dereliction of duties after the employer attributed delays in facilitating the appointment of a Bid Specification Committee to the member. The delay had reportedly resulted in security services not being appointed on time. During pre-disciplinary meetings, the PSA presented compelling arguments in mitigation, highlighting considerations relevant to the member's circumstances. The representation contributed to the member receiving a written warning, demonstrating the value of proper preparation and effective mitigation in disciplinary matters.

PSA mitigation highlights fairness and secures consideration of relevant circumstances

Department of Justice and Constitutional Development: A member faced serious allegations of misconduct, including gross negligence or theft. In representing the member, the PSA presented arguments in mitigation, drawing attention to the circumstances surrounding the incident, and the employer's conduct. The PSA highlighted that the employer had been aware of the alleged act or omission for more than twelve months before instituting disciplinary proceedings. During this period, the member had not been placed on precautionary suspension or transferred and had continued performing duties. The PSA argued that had the employer considered the incident so serious that it rendered continued employment intolerable, disciplinary action would reasonably have been expected to follow promptly. Instead, the member remained in service, continued performing duties, and no further incidents had arisen. These circumstances were presented to demonstrate that the trust relationship had not

necessarily been irreparably damaged. The PSA further submitted that the member had acknowledged responsibility for the loss of R8 150 and had immediately repaid the amount. In mitigation, the PSA emphasised that the member had accepted responsibility, repaid the loss suffered by the employer, and experienced the embarrassment associated with the incident. These factors were advanced as important considerations in determining an appropriate and fair outcome. The member received a sanction of a three-month suspension without pay as an alternative to dismissal. This case demonstrates the importance of comprehensive representation, particularly where circumstances surrounding an allegation, the employer's conduct, and the repayment of a financial loss may be relevant to disciplinary proceedings.

The PSA will continue to do everything in the Union's mandate to protect members' rights, promote their interests, and ensure that they receive effective representation in individual labour matters. Providing service excellence remains an important PSA value, reflected in the Union's ongoing commitment to supporting members and pursuing fair outcomes.

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.

Reuben Maleka
GENERAL SECRETARY