



InformUS



FOR PSA MEMBERS: LIMPOPO

26-02-2026

Victory of PSA members in Limpopo

Department of Employment and Labour

The PSA was approached by a member for assistance with a disciplinary hearing after being served with allegations of misconduct for failing to enter into a performance agreement with the employer. The PSA represented the member. The Chairperson, however, found the member guilty and issued a two-month suspension without salary as an appropriate sanction for misconduct. The PSA assisted the member with the appeal, and the sanction was confirmed. The PSA, on behalf of the member, declared a dispute over unfair labour practice. The matter could not be resolved though conciliation and arbitration was requested. During the arbitration hearing, the PSA argued that the member was punished twice in terms of not being paid pay progression and also suffered two months' suspension without salary. The Commissioner ruled that the decision to suspend the member for two months was too harsh and ordered the employer to pay the member an amount of R48 603, equivalent to the two months' suspension without salary deducted when the sanction was implemented. The employer implemented the arbitration award, and the member thanked the PSA for assisting and being there in times of need.

Department of Health

A PSA shop steward requested assistance with a grievance meeting after the employer deducted R4 700 as leave without pay from the shop steward for attending observations during interview processes. The PSA attended the grievance meeting, and it was agreed to reverse the deducted amount. The employer failed to reverse the amount as agreed, which resulted in the PSA declaring a dispute with the Council. The matter was set down for conciliation, and the employer reversed the amount deducted from the shop steward.

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 value of the PSA. 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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