



FOR PSA MEMBERS: **MPUMALANGA**

09-09-2026

Victory for PSA member

The PSA successfully represented an educator, employed at a boarding school under the Department of Education, in a disciplinary matter involving three charges of misconduct. The educator was charged after it was established that she had received money from parents of learners for providing additional lessons without disclosing this arrangement to the school or obtaining the required written approval from the Head of Department.

The conduct was regarded as serious, as educators are required to obtain the necessary permission before performing remunerative work outside their official duties. This requirement is provided for in the *Employment of Educators Act 76 of 1998*, which prohibits an educator from performing or undertaking remunerative work outside the official duties without the permission of the executive authority.

The educator pleaded guilty to all three charges. The PSA shop steward thereafter represented the member during the disciplinary proceedings and presented mitigation on her behalf, taking into account the circumstances of the matter and the appropriate disciplinary outcome.

As a result of the representation and mitigation presented by the PSA, the educator was issued with a final written warning and ordered to pay a penalty fine. The member will engage with the employer regarding payment of the fine in manageable monthly instalments. Although the charges were serious in nature, the PSA's representation ensured that the matter was dealt with fairly and that the sanction imposed was appropriate in the circumstances, allowing the member to retain her employment. This successful outcome demonstrates the PSA's commitment to protecting and representing members.

Reuben Maleka
GENERAL SECRETARY