FOR PSA MEMBERS: **MPUMALANGA**

11-11-2026

Victory for PSA members

South African Social Security Agency (SASSA)

- The PSA successfully represented two members at SASSA who faced charges of gross dishonesty, alternatively gross negligence, relating to alleged involvement in processing fraudulent grant applications. Following disciplinary proceedings, one member was found not guilty of the charges. In respect of the second member, the Chairperson found her guilty of negligence as a competent alternative finding, as the allegation of gross dishonesty was not sustained. Through effective representation, the PSA ensured that the sanction imposed was fair and proportionate to the misconduct established, resulting in the member receiving a final written warning rather than a more severe sanction. This outcome demonstrates the importance of effective representation, challenging allegations that are not supported by evidence, and ensuring that disciplinary sanctions are appropriate to the offence established in keeping with the principles of progressive discipline.
- In another matter, the PSA successfully challenged the precautionary suspension of a member at SASSA who had been suspended for more than four months without being furnished with reasons for the suspension. A dispute was declared with the CCMA. During the conciliation process, the employer agreed to settle the dispute. A settlement agreement was subsequently concluded, resulting in the member's precautionary suspension being uplifted. This achievement reinforces the importance of holding employers accountable for compliance with collective agreements and protecting employees against prolonged and unfair precautionary suspensions.

Department of Health

The PSA successfully intervened on behalf of a member after an incident at her workplace raised concerns about her continued placement at the institution. Through engagement with the employer, the PSA ensured that the relevant medical recommendations regarding the member’s working environment were implemented. As a result, the member transferred to another institution of her choice, where she felt safe and comfortable continuing her duties. This outcome demonstrates the importance of safeguarding employees' health, safety, and dignity in the workplace.

The PSA is committed to defending members' rights, promoting fair labour practices, holding employers accountable, and ensuring safe and dignified working environments.

Join the PSA

Employees who wish to join the PSA can contact: Sylvia Watkins at *sylvia.watkins@psa.co.za* / 082 880 8941 or Thandiwe Mziyako at *Thandiwe.mziyako@psa.co.za* / 060 962 8512. Alternatively, contact the PSA Provincial Office in Mpumalanga on (013) 741 7500.

Reuben Maleka
GENERAL SECRETARY