



FOR PSA MEMBERS: **MPUMALANGA**

24-04-2026

Victory for PSA member in Mpumalanga

Department of Employment and Labour

The PSA successfully secured a settlement of R71 000 for a member who was subjected to unlawful salary deductions by the employer. Over an extended period, the member experienced continuous and unexplained salary deductions. Despite several written requests by the PSA calling for the immediate cessation of these deductions, the employer failed to act and persisted with the unlawful conduct.

The PSA subsequently declared a dispute, and the matter proceeded to arbitration. During proceedings, the employer conceded that the deductions were unlawful and confirmed that no due process had been followed. This conduct is in direct contravention of section 34 of the *Basic Conditions of Employment Act*, which strictly regulates deductions from an employee's remuneration and requires proper consent or lawful justification. The employer further acknowledged that, had there been any concern relating to alleged leave without pay, the correct procedures were not followed.

A settlement agreement was reached, in terms of which the employer agreed to reimburse the member an amount of R71 000, representing all monies unlawfully deducted. The member expressed relief and appreciation for the intervention, confirming satisfaction that all deducted funds were fully repaid. This case serves as a clear reminder that employers may not make arbitrary deductions from employees' salaries without complying with the law. The PSA is resolute in protecting members from unfair labour practices and ensuring that employers are held accountable.

Members are encouraged to report any similar unfair treatment to the PSA for immediate assistance.

Reuben Maleka
GENERAL MANAGER