



FOR PSA MEMBERS: **MPUMALANGA DEPARTMENT OF EDUCATION**

29-10-2026

Victory for PSA member

The PSA secured a positive outcome for a member employed as a General Worker at the Mpumalanga Department of Education who faced disciplinary charges relating to alleged theft of various items from the school where the member is employed. The items included cleaning detergents and food items from the kitchen intended for staff members and meetings. Although some of the items may have been small in size or value, theft remains a serious form of misconduct that undermines trust, honesty, and accountability in the workplace.

Employees are reminded that taking property belonging to an employer without authorisation is unacceptable, regardless of the item's monetary value, and may attract severe disciplinary consequences, including dismissal.

During the disciplinary process, the member was represented by the Gert Sibande Chairperson and demonstrated remorse for the misconduct and was sanctioned with a final written warning and a 14-day suspension without pay. This outcome allowed the member to retain employment whilst facing appropriate consequences for the misconduct.

The PSA emphasises the importance of ethical conduct, integrity, and respect for the property of employers. Members are encouraged to act responsibly, comply with workplace rules, and avoid conduct that could jeopardise their livelihoods. Genuine remorse, accountability, and a commitment to correcting conduct are important steps towards rebuilding trust and preventing the recurrence of misconduct. Whilst the PSA does not condone theft or any form of dishonest behaviour, the Union is committed to ensuring that disciplinary processes are conducted fairly and that sanctions are appropriate in the circumstances of each case.

This outcome represents a victory for the PSA, as the member remains employed and has been allowed to correct conduct and rebuild the employer's trust, rather than losing livelihood through dismissal. The PSA will continue to protect members' rights through fair representation whilst encouraging responsible conduct, accountability, and adherence to workplace standards.

Join the PSA

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

Reuben Maleka

GENERAL SECRETARY