



FOR PSA MEMBERS: **NORTHERN CAPE**

20-08-2026

PSA successfully assists members

Department of Transport, Safety, and Liaison

A member was charged with unauthorised leave of absence, failure to comply with the directive on leave of absence in the public service, gross insubordination, and dereliction of duty. The employer initially sought dismissal through a formal disciplinary hearing. The member's representative argued that the proposed sanction was too harsh. The member indicated a willingness to plead guilty to the charges. The representative then entered negotiations with the employer. The employer accepted the plea and agreed to consider the proposal. The employer accepted the proposal and agreed to a one-month suspension without pay. The suspension amount will be deducted from the member's salary over a period of 12 months. The member will also be transferred to another directorate. The transfer and suspension will take effect after the member has completed outstanding work at the current directorate. The member was satisfied with the outcome, as employment was retained.

Department of Sports, Arts, and Culture

A member was issued with a final written warning (FWW) in 2025 following a disagreement with the supervisor. The dispute related to the transfer of an official into the directorate where the member served as supervisor, without prior consultation or notification. The member was not satisfied with that arrangement and the manner in which it was done. Inexplicably, the member was issued with a FWW upon registering the displeasure. The PSA challenged the FWW through the *LRA*, section 186(2)(b) as amended. The matter was settled by an agreement that the FWW will be withdrawn from the member's file, and the employer would also confirm the same via a formal letter.

Department of Corporative Governance, Housing, and Traditional Affairs

A member was charged along with several other officials. The allegations against them were of disrupting the employer's operations, inappropriate conduct during interviews held by the employer, and breaching confidentiality obligations relating to recruitment processes. The employer alleged that eight members entered the boardroom where interviews were being conducted. One of the members was represented by the PSA. The employer initially sought dismissal through a formal disciplinary hearing. The representative argued that dismissal would be too harsh, as the interviews continued after the disruption and were not stopped. After discussions between parties, the employer agreed to issue only a final written warning to the official represented by PSA.

The PSA continues to oppose unfairness directed at members. Not a PSA member yet? Join today by visiting the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER