



InformUS



FOR PSA MEMBERS: **NORTHERN CAPE DEPARTMENT OF EDUCATION**

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02-03-2026

## Victory for PSA member

An office-based Educator approached the PSA after being placed on precautionary suspension pending an investigation, for a period exceeding three months. This act by the employer is a direct contravention of provisions of the *Employment of Educators Act*. The member was advised to follow the official grievance procedure. As per norm, the employer failed to make any attempt to resolve the grievance in the specified period. The PSA declared an unfair labour practice dispute relating to suspension. The employer scheduled a grievance mediation meeting where the Chairperson recommended that the suspension of the member be uplifted and that the disciplinary process be instituted within 30 days. The matter ended at arbitration, where the Commissioner ruled in favour of the member and indicated that eight-month suspension was excessive. He further ordered payment of compensation of R87 731.76 to the member. The PSA is committed to ensuring that the rights, interests, and welfare of members are prioritised when dealing with their matters.

Employees who wish to join the PSA can contact Mhlanguli Madubela on 082 880 8982 or the PSA Provincial Office for assistance.

Reuben Maleka  
GENERAL MANAGER