



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

---

05-05-2026

## Victory for PSA member

An Educator approached the PSA since he was placed on precautionary suspension, pending an investigation for more than three months as prescribed by the *Employment of Educators Act (EEA)*. The member was advised to follow the official grievance procedure. The employer did not make any attempt to resolve the grievance within the specified period, therefore a dispute was declared in terms of unfair suspension.

During this period, the disciplinary hearing was scheduled for 4 and 5 December 2025 but was adjourned on the first day as the employer witness became ill during cross-examination. At the arbitration hearing on 23 March 2026, the member had been on precautionary suspension for 479 days. During cross-examination at arbitration, the employer witness conceded that it was in contravention with the *EEA* but did not agree with the total number of days as presented by the PSA. The witness indicated that the days were fewer and for the rest of other days, the member was placed on special leave.

The Commissioner ruled in favour of the member and indicated that the employer unfairly suspended the member. He furthermore mentioned that the unfair suspension had a detrimental impact on the member and that it may prejudice the member's reputation, advancement, and job security. Under these circumstances, the Commissioner awarded the member compensation of R68 517.50 and ordered that the employer must seek alternative placement pending the finalisation of the disciplinary inquiry.

The PSA is committed to ensuring that the rights, interests, and welfare of members are prioritised. Employees who wish to join the PSA can visit the PSA's website or contact the PSA Provincial Office in Kimberley for assistance.

Reuben Maleka  
GENERAL MANAGER