



FOR PSA MEMBERS: **NORTH WEST**

12-08-2026

Victory for PSA member

Department of Justice and Constitutional Development

The PSA is pleased to announce a significant arbitration victory on behalf of a member against the Department of Justice and Constitutional Development. The PSA successfully represented a member in an unfair-dismissal dispute. Following the member's dismissal after a disciplinary hearing, the matter was referred to the GPSSBC for arbitration.

During arbitration, the Commissioner carefully assessed the evidence and found that the employer's witnesses presented contradictory, inconsistent, and unreliable versions that failed to corroborate one another. The Commissioner concluded that the allegations against the member were not proven on a balance of probabilities and the dismissal could therefore not be sustained.

Following arbitration proceedings under GPSSBC, the Commissioner found that the member's dismissal was procedurally fair but substantively unfair and ordered the member's retrospective reinstatement with full back pay, subject to statutory deduction. As a result, the Commissioner cleared the member of the misconduct charge and ordered the Department to reinstate the member to his position.

This outcome reflects the PSA's unwavering commitment to protecting members' rights, ensuring fair labour practices, and holding employers accountable to the principles of justice and fairness.

Reuben Maleka
GENERAL MANAGER