FOR PSA MEMBERS: **NORTH WEST**

20-11-2026

Victory for PSA member

Department of Education

The PSA is pleased to announce another significant victory secured on behalf of a member at the Department of Education. The member, employed as an Administrative Assistant at a local school, was charged with two counts of misconduct. The member pleaded not guilty to both charges. The disciplinary hearing was held, with findings issued whereby the Chairperson found the member not guilty on both counts.

The verdict reaffirms a critical labour principle: The employer bears the onus to prove misconduct on a balance of probabilities with credible, direct, and corroborated evidence. Suspicion, system logs arising from a known credential-sharing arrangement, and hearsay are not proof. A guilty finding would not have withstood review.

This matter highlights the PSA's continued commitment to protecting members' rights, interests, and welfare. The PSA will continue to prioritise members' concerns and pursue fair outcomes in line with applicable agreements and procedures.

Reuben Maleka
GENERAL SECRETARY