



FOR PSA MEMBERS: **NORTH WEST**

22-07-2026

Victory for PSA members

Department of Education

A member was given a notice to attend a disciplinary hearing for alleged misconduct. The PSA was concerned about the legality, jurisdiction, and procedural fairness of proceedings. Through sustained intervention and dedicated advocacy, the PSA successfully compelled the employer to act. As a result, the case against the member was withdrawn. This outcome brought immense relief and satisfaction to the member, who expressed gratitude for the support provided by the PSA.

Department of Public Works

A member was charged with serious allegations of misconduct. The member approached the PSA for assistance. Through effective representation by the PSA during the disciplinary hearing, strong mitigating factors were presented on behalf of the member. As a result of this intervention, the Chairperson resolved not to terminate the member's employment. Instead, a lesser sanction of one month's suspension without pay coupled with a final written warning was imposed. Whilst the outcome confirmed the seriousness of the matter, the PSA's involvement ensured that the principle of corrective discipline was applied, saving the member's job.

These cases highlight the importance of Union representation and demonstrate the PSA's ongoing commitment to protecting members from disproportionate disciplinary action. Members who wish to join PSA can contact Nozi Monaisa - 082 8808 8992 / nozi.monaisa@psa.co.za or Isiah Rangata - 083 340 8981 / Isiah.rangata@psa.co.za.

Reuben Maleka
GENERAL MANAGER