FOR PSA MEMBERS: **GAUTENG – PRETORIA AREA**

09-11-2026

Victory for PSA members

Department of Agriculture Land Reform and Rural Development

The PSA successfully assisted a member who was charged with six counts of gross negligence arising from the member's role as a bid specification and evaluation committee member. The PSA represented the member and at the disciplinary hearing meticulously cross examined the witnesses and provided strong arguments. The Chairperson of the hearing found that the member was guilty of negligence and not gross negligence. After the verdict was issued, the PSA submitted convincing mitigating factors, which led to the Chairperson issuing a sanction of only a final written warning and training for charges that were dismissible.

Department of Employment and Labour

- A member was aggrieved in relation to his service-bonus dates being captured incorrectly when he was transferred to the Department. As a result of the incorrect dates, the member was not paid a service bonus for a period of two months despite being eligible. The member's efforts to resolve the matter with the Department failed. The PSA intervened and referred the dispute with the GPSSBC. At arbitration, the PSA made compelling arguments, which forced the Department to settle the matter. A settlement was reached wherein the Department agreed to pay the outstanding bonuses with interest.
- In another matter, the PSA represented a member who was issued a written warning regarding an allegation of dereliction of duty and not complying with a lawful instruction. The PSA applied for an appeal regarding the written warning. After consideration of the well-built appeal application, the Department withdrew the written warning.

Department of Justice and Constitutional Development

The PSA assisted a member whose dispute was in relation to the Performance Management and Development System (PMDS) in that the member had not signed a performance agreement from the period of 2016 to 2023. This was because of the member's supervisor's lack of cooperation. The member tried on numerous occasions to reach out to the supervisor, human resources, and even the Director-General, and did not get assistance. The failure to sign the performance agreements deprived the member of getting annual pay progression, performance bonus, and any benefits that come with PMDS. The PSA referred the matter to the GPSSBC under unfair labour practice benefits. At arbitration, the PSA presented the case in a compelling manner. At the conclusion of the matter, the PSA submitted persuasive closing arguments. The Commissioner found that the Department subjected the member to

unfair labour practice for the financial years of 2016 to 2023. The Commissioner ordered that the Department must pay the member what was due.

Gauteng Department of Health

A member was charged with misconduct in that when he reported to work, as requested by the supervisor, to work with a service provider that was installing network cables, the member failed to escort the service provider to the server room, which resulted in theft of eight hard drives. The PSA represented the member at the disciplinary hearing by cross examining the Department's witnesses and leading evidence through the member. At the conclusion of the hearing, strong closing arguments were submitted by the PSA. The Chairperson of the hearing found the member not guilty of misconduct.

State Information Technology Agency (SITA)

A member lodged a grievance alleging the shortlisting process for the position of Consultant: EUC Infrastructure Implementation was unfair, non-transparent, and inconsistent with what was advertised. A formal grievance hearing was convened. The PSA represented the member enquiring why the member was not shortlisted and how the decision was made, even though the member met the requirements of the advertised position. The PSA also indicated that the process of shortlisting was flawed. The Chairperson of the grievance hearing found in the member's favour in that the shortlisting process did not comply with the *Labour Relations Act*, SITA's recruitment policy, and the requirement of transparency in the selection criteria. The Chairperson also directed that the position be re-advertised, and the current recruitment process be set aside.

Department of Trade and Industry and Competition

The PSA represented a member in arbitration relating to disciplinary action short of dismissal. The member was issued with a final written warning for alleged misconduct and wished to challenge the warning. At arbitration parties indicated a willingness to settle the dispute. A settlement agreement was reached wherein the Department agreed to retract the final written warning. The settlement agreement was made an arbitration award.

South African Police Service

A member was issued with a warning after it was alleged that he left his post without permission or reason whilst he was deployed. The PSA intervened and challenged the warning at the CCMA under an unfair labour practice, short of dismissal. At the CCMA, the PSA persuaded the employer that there was no merit in issuing the warning to the member. The employer agreed and indicated that the warning was null and void as it was destroyed. As a result, parties agreed to withdraw the matter.

The members have expressed gratitude with the PSA's support and successful resolution to their matters. The PSA is committed to providing strong representation in all matters.

Employees who want to join the PSA can visit the PSA's website or contact the PSA Office in Pretoria.

Reuben Maleka
GENERAL SECRETARY