



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

21-10-2026

Victory for PSA members

Gauteng Department of Health

The PSA has secured a decisive victory for a member after an arbitrator overturned his dismissal and found that the employer's sanction was far too severe. The arbitration award confirmed that, although misconduct had occurred, dismissal was not justified in the circumstances. In a strong rebuke of the employer's decision, the arbitrator found that the member's more than 20 years of service, clean disciplinary record, and the circumstances surrounding the incident were not properly considered. The employer also failed to prove that the employment relationship had irretrievably broken down. The arbitrator ordered immediate reinstatement of the member to his position, restoration of his continuous service without any break, and payment of compensation in back pay. This outcome is a resounding victory for the PSA and demonstrates the PSA's unwavering commitment to defending members against unfair dismissals and disproportionate disciplinary sanctions. The award reaffirms that employers must act fairly, consistently, and reasonably when imposing discipline.

Department of National Treasury

The PSA has secured a major arbitration victory for a member after successfully holding the Department of National Treasury accountable for unfairly depriving her of leave benefits that had accrued through no fault of her own. In a damning award against the employer, the arbitrator found that the Department committed an unfair labour practice by failing to properly manage and approve the member's leave in accordance with applicable prescripts. The employer's actions resulted in the member being unfairly prejudiced despite her attempts to utilise her leave entitlement. The PSA successfully demonstrated that the member should not suffer financial loss because of the employer's failures. As a result, the arbitrator ordered the Department to pay compensation in respect of 26 days of annual leave, with payment to be affected within 14 days. This exceptional outcome is a resounding victory for the PSA and the Union's members, sending a clear message that employers cannot disregard leave prescripts and expect employees to bear the consequences. The award reinforces the principle that employees must be compensated when management failures deny them their lawful benefits.

The members have expressed gratitude for the PSA's support and successful resolution of their matters. The PSA is committed to providing strong representation in all matters and protecting members from labour injustice.

Employees who want to join the PSA can contact the following PSA Organising/Marketing Officers:

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