



FOR PSA MEMBERS: **WESTERN CAPE**

03-06-2026

Victory for PSA members

Border Management Authority (BMA)

An Immigration Officer at the BMA faced disciplinary charges for allegedly allowing a traveler to exit South Africa using another person's passport, failing to follow procedures, and bringing the employer into disrepute. The member was represented by the PSA in the disciplinary hearing. The employer's case relied mainly on video footage and hearsay, with no clear evidence linking the traveler to an imposter or confirming that the incident occurred as alleged. The member was found not guilty on all charges, as the employer failed to prove its case owing to insufficient and unreliable evidence.

Department of Correctional Services

A total of five PSA members were charged with misconduct after an incident occurred at Oudtshoorn Correctional Services towards the end of 2025. The disciplinary hearing was set down in May 2026, and PSA full-time office bearers were appointed to represent the members. After some serious argument and engagement with the employer, a plea bargain was reached in terms of which the members were issued with final written and written warnings. This was a major victory for the PSA taking into consideration the seriousness of the charges the members faced. The PSA salutes the Union's skilled representatives.

Department of Cultural Affairs and Sport

A total of nine PSA members' contracts were terminated during 2025 and early 2026. The matter was referred to as an unfair dismissal dispute. The reason for the referral was that the members' contracts had been extended over a period of years and furthermore there was still a need for the posts since these were recently advertised. The arbitrator found that the members had indeed been dismissed and re-instated them to the positions they had been dismissed from, as well as granting them compensation for the period they were unemployed.

Reuben Maleka
GENERAL MANAGER