

PSA LINK

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PSA SHOP STEWARD NEWSLETTER

Social media: What employees should know

The PSA often deals with cases where members are charged with misconduct related to negative remarks regarding their employer made on social media sites. This includes sites such as Facebook, Twitter, and Instagram.

The Labour Court has recently established that such remarks can lead to disciplinary action that may include dismissal.

Members must remember that based on the contract of employment, employees are supposed to be faithful and committed to the employer. Negative remarks about employers would thus be seen as damaging the employee-employer relationship and negatively impacts on the image of the employer.

Approaching the festive season, people tend to spend more time on social media sites. Employees need to be cautious and not get carried away on these sites. Most managers also follow social media and can easily pick up on destructive comments made by employees.

At a recent seminar on social media law, conducted in Gauteng, it was confirmed that an employee making a negative comment about a client of the employer can also face disciplinary action that may even result in dismissal.

Social media platforms are not meant for raising employees' grievances against the employer - proper channels must always be followed in this regard.

The PSA therefore cautions shop stewards to advise members to refrain from making remarks about the employer, whether on the employer's pages or any other pages on social media sites.

