

FOR PSA MEMBERS: LIMPOPO

01-02-2024

Update: Victory for PSA member in Limpopo

A PSA member at the Department of Defence (DoD) was charged with serious allegations of misconduct, ranging from unauthorised possession of state funds of R101 618.68, loss of state funds of R337 000, contravention of Vehicle Fleet Management Policy, Contravention of the after-hours standby service, contravention of the *Public Finance Management Act (PFMA)* and several DoD instructions relating to financial matters.

The allegations of misconduct emanated from a break-in at Hoedspruit Airforce Base during the COVID-19 pandemic in May 2021. The member was arrested and charged with house breaking and theft by the Military Police. The employer held that the member had orchestrated a chain of events leading to the break-in at the Finance offices and the theft of money. The member and three other employees were suspended for nine months and eventually transferred to another section following an arbitration award granted in favour of the PSA and ordering the DoD to uplift the precautionary suspension.

The member was given notice to appear at a disciplinary hearing three months prior to his retirement on 31 January 2024 and nine months after returning to work. A finding of guilt on allegations of unauthorised possession or loss of state funds would have led to a sanction of dismissal. This would have had an enormous effect on the member's pension benefits and the retention of medical-aid benefits.

Following the testimony eight witnesses for the employer and successful cross examination by the PSA, the Chairperson found the member not guilty of unauthorised possession and loss of state funds and found that he had not contravened the *PFMA*, Standby Service Policy or Vehicle Fleet Management Policy. The member was given only a written warning on lesser allegations, which the PSA is challenging following the appeal process.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za / WhatsApp 079 513 9856

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER