Victory for PSA members in Mpumalanga

Department of Justice and Constitutional Development

A member was charged with fraud and, alternatively, gross negligence. The member requested the PSA to represent him, at the disciplinary hearing and the member was dismissed. The PSA declared and unfair dismissal dispute at the bargaining council. The argument centered on the harshness of the sanction and inconsistent disciplinary application in the province. Numerous instances were cited where similar infractions went unpunished with dismissal. The GPSSBC ruled in favour of the member, ordering reinstatement effective from 1 November 2023. Additionally, the employer was directed to pay the member R114 153.42 in compensation, with instructions for her to return to her previous workplace on 2 May 2024. The employee expressed satisfaction with the assistance provided by PSA throughout the process.

Department of Education

A member applied for a post and was successfully appointed. In less than twelve months, the member received a letter to withdraw from service. The member lodged a grievance against the Department. The Department responded by saying it would address the grievance within 30 days as per the grievance procedure. Unbeknownst to the member, this was a clear-cut dismissal that needed immediate action. The member only approached the PSA after the lapse of 30 days. Although out of time, the PSA declared an unfair dismissal dispute at the Bargaining Council along with substantive reasons why the dispute was late in effort to persuade the Council to hear the matter. The member was happy to hear that the condonation was granted and the matter will be scheduled soon for conciliation and arbitration.

Employees interested in joining the PSA can contact the following PSA employees for assistance: *sylvia.watkins@psa.co.za* / 082 880 8941, *Thandiwe.Mziyako@psa.co.za* / 060 962 8512 or contact the PSA Provincial Office on (013) 741 7500.

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GENERAL MANAGER