



FOR PSA MEMBERS: **NORTH WEST**

17-02-2025

Victory for PSA member in North West

Department of Public Works and Roads

A member was issued with a final written warning. The member requested to be clarified on the misconduct charges, but the employer refused to do so. The member approached the PSA, requesting that a warning be withdrawn as charges were not clarified. The PSA declared a dispute. In the end, the arbitrator ordered the Department to pay the member R65 438.92 for compensation for failing to clarify the charges and that the warning be withdrawn. The member expressed gratitude towards the PSA.

Department of Cooperative Governance and Traditional Affairs

The Department assessed a member and finalised the assessment without referring it to the Moderating Committee. The member approached the PSA for assistance. The PSA assisted the member by declaring a dispute. The arbitrator ordered the Department to refer to the member's assessment report to the Moderating Committee on or before 28 February 2025.

Department of Correctional Services

A member was charged with absenteeism of 14 days. The PSA shop steward represented the member during a formal hearing. The member pleaded guilty and received a sanction of a final written warning.

Department of Health

A member was charged with 14 counts of medical negligence. The member approached the PSA for assistance. The member was represented owing to the sensitive nature of the charges and the possibility that the member could be professionally impeached. The PSA, on behalf of the member, mitigated strongly and the member was given a sanction short of dismissal, which is a month's suspension. The member agreed and waived the right to appeal.

Reuben Maleka
GENERAL MANAGER