



**MEDIA RELEASE**                      **HSRC: PSA concern about delay to appoint CEO**

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**EMBARGO**                                None

**ENQUIRIES**                              communication@psa.co.za

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The Public Servants Association (PSA), strongly condemns the slow pace of the Human Science Research Council (HSRC) Board of Directors, in appointing a Chief Executive Officer (CEO).

The PSA, as representative Union at the HSRC, is appalled by the Board's attitude in failing to treat this matter with urgency. PSA enquiries to management have also failed to yield concrete responses.

The filling of this vacancy is crucial in ensuring stability in the organisation. The difference in the term of office of the Board and that of the new CEO is almost four months apart. It takes a considerable time to build a relationship on which the new Board can continue. It is assumed that the new Board will not be able to appoint a CEO within its timeframe of appointment and assumption of duty. The process can be delayed for a considerable period, thereby leaving the organisation without leadership.

The PSA is aware that HSRC staff members are considering raising a motion of no confidence in the Board, as there is no communication on the approach to filling this vacancy. The continued appointment of an acting CEO will be an ineffective practise and wasteful expenditure, considering budgetary cuts and years of decreased grant allocations by the Department of Science and Innovation and National Treasury.

In addition, the PSA is extremely concerned about the continued decrease in the staff establishment. The previous CEO failed to secure external funding, which could have steered the organisation in a positive direction. The decision to delay the appointment will influence the morale of remaining employees and it is inevitable that remaining experienced staff may consider alternatives to rescue their careers.

In considering the current shortage of staff, any further delay in appointing a permanent CEO will compromise proper administration, which requires a skilful, focussed, and service-delivery orientated incumbent to salvage the organisation. The PSA calls on the HSRC Board to expedite the appointment of a CEO.

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