

<b>MEDIA RELEASE</b>	<b>PSA cautions Limpopo Department of Social Development to follow fair procedure when implementing Public Protector recommendations</b>
<b>DATE</b>	19 February 2024
<b>EMBARGO</b>	None
<b>ENQUIRIES</b>	communication@psa.co.za

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The Public Servants Association (PSA) has noted a report by the Public Protector (PP) regarding irregular appointments in the Limpopo Department of Social Development.

The investigation was prompted by an anonymous complaint, alleging that the Department had hired persons who did not meet minimum requirements as advertised and those who qualified were left out. The PP found that the shortlisting, interviewing, recommendation, and appointment of all candidates who did not meet the requirements as per advertisements were irregular and tantamount to maladministration. The PP further recommended that those implicated should be released from their posts.

The practice of deviating from advertised post requirements is rife in the Limpopo Provincial Government. The PSA has on numerous occasions called upon the Office of the Premier to intervene when persons without the necessary qualifications, skills, and experience were employed over more experienced employees. A case in point was when the Department of Health appointed Mankweng Hospital CEO without meeting requirements and the MEC had approved the deviation to allow a person with only qualifications in marketing and not registered with the Health Professions Council of South Africa as per the advertisement. The PP's finding must send a clear message to those who are involved in recruitment processes to diligently follow human resources prescripts when executing their responsibilities.

The PSA strongly condemns maladministration and irregular conduct and urges the Department to ensure that fair processes are followed when implementing the PP's recommendations. Affected employees should not suffer prejudice because of the Department's negligence, noting that they are not at fault as they simply applied for the advertised posts. The PSA further calls on the Department to consider alternatives short of dismissal such as transferring affected employees into suitable vacant posts in the Department or other departments. Dismissing affected employees would be catastrophic and further contribute to the soaring unemployment figures.

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