

Shortlisting dispute: Folovhodwe Primary School

The PSA was approached by a frustrated member who applied for a Deputy Principal position at Folovhodwe Primary School in Mutale, Niani West Circuit and was not shortlisted, despite meeting the requirements of the post. The PSA subsequently engaged with the circuit manager on 16 November 2021, the same day that interviews were to take place. After much deliberation, it was agreed that the member was erroneously omitted and interviews were stopped, with shortlisting to be started afresh. The PSA commend the shop steward for stepping in on behalf of the member and the circuit manager for recognizing the importance of fairness.

Shop stewards are urged to attend shortlisting and interview processes to ensure fairness in recruitment processes where labour is supposed to play a monitoring role as per the recruitment policy. It is important for shop stewards participating in these processes to:

- Familiarise themselves with the recruitment policy of the Department
- Have the policy ready when attending the shortlisting and interviews to be able to refer to the provisions of the policy, where necessary
- Ensure that questions are decided on by the panel and not by one panel member prior to the interview
- Ensure that all requirements for the post are informed in the advertisement for the post and that no additional requirements, not mentioned in the advertisement, are considered
- Ensure your presence also during deliberation or formulating of questions and answers as it is important to attend to all aspects of interviewing processes
- Raise objections where there is contravention of the recruitment and selection policy
- Sign only where there is agreement that the process was fair and complied with HR prescripts, including the recruitment policy
- Call for review of the recruitment policy, where necessary.

Employees who want to join the PSA or have work-related challenges, can contact the Provincial Secretary: Cde Matlala at bophelobjannete@gmail.com / 060 530 7869 or PSA Organising and Marketing Officers: paulina.moloto@psa.co.za / 082 880 8957 and lawrence.muvhango@psa.co.za / 082 880 8995. Alternatively, call the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER