

## Changes: Submission of memos

The PSA was shocked to have learned that the Limpopo Department of Health issued an internal memo, dated 27 September 2021, wherein the new insertion in a form of declaration was to be included in departmental submissions with immediate effect.

The originators of submissions were to accept liability of any adverse findings, including any costs incidental thereto, by any auditing and /or investigation, which is deemed extreme by the PSA. The said memo is conspicuously silent on the role of approvers, which happens to be Senior Management Service (SMS) employees but seeks to only implement accountability and consequence management on lower-level employees, which is devoid of logic and is tantamount to victimisation and abuse of power. Whilst, the PSA advocates accountability and consequence management, it cannot be selective and at the expense of lower-level employees wherein the SMS is allowed to abdicate its responsibilities. It is factually correct that most of submissions are generated by lower-level employees, subject to the recommendation and approval of top management and it does not make sense that only submission generators are subjected to liability of adverse findings, including incidental costs. Approvers must equally be subjected to consequence management because they would have played a role in that adverse finding by approving the submissions that was contrary to prevailing prescripts.

The PSA has subsequently addressed a letter to the HOD to demand the withdrawal of the said memo as it is not in the interest of justice and will not advance efficient running of the Department. The decision-making hierarchy is very clear in the Public Service and is commensurate with salary levels and apportioning the blame to lower-level employees for the adverse finding in the Department will never be justified.

GENERAL MANAGER