

FOR PSA MEMBERS: DEPARTMENT OF CORRECTIONAL SERVICES (DCS)

26-07-2022

What is happening in DCS?

PSA pressure kickstarts learnership programme

Members are aware that the employer started a 2019-learnership intake that could not be finalised owing to the COVID-19 pandemic. Although the decision to postpone the learnership programme was correct owing to restrictions imposed by the pandemic, it created problems as some of the candidates who participated in the recruitment process are now above the age of 35 years. Participation in learnership programs in government is open to those in the age group of 18 to 35 years.

The PSA was inundated with calls from affected individuals, requesting for intervention as they were selected for 2019-learnership programs but could not participate as it was postponed, and they are now over the age limit of 35 years. Subsequently, the PSA raised the matter with the employer and argued that it will be unfair to use the age limit as criteria to eliminate learners who qualified for the program in 2019 as it was not of their own doing. Owing to the pressure by the PSA and the ongoing staff shortage caused by increasing resignations and retirements, which are exacerbated by the prison crowding, the DCS opted to restart with the learnership program, and 2019 learners will be prioritised. Further, the employer has approved a once-off age limit condonation for those who participated in 2019-learnership recruitment but are now older than 35 years.

The decision is welcomed as progressive and PSA shop stewards are urged to monitor the implementation of this decision to ensure that no one will be discriminated against on the basis of age if they participated in the 2019-recruitment process.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER