

FOR PSA MEMBERS: **DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT - EASTERN CAPE**

12-04-2022

Update: Ill-treatment of staff members at Department of Justice - Qumbu

The PSA was alerted of the alleged ill-treatment of members and community caused by the Court Manager and was invited to attend a meeting to address these concerns on 8 April 2022. It was reported that within six months of the arrival of the Court Manager at Qumbu, havoc prevailed where staff and the community were unhappy with abrupt changes that were made and referred to as irrational whilst the Court Manager portrayed an arrogant, harsh, autocratic style of management, which killed the team work moral. This behaviour allegedly resulted in delayed service delivery, demoralising, and trauma amongst staff members as most functions of the Department were neglected, which affected services rendered to community members and disorganised working conditions, putting the image of the Department into disrepute. The meeting allowed staff members, the Justice Forum, and stakeholders to report their issues, followed by the handing over of a petition, which read: "The Court Manager must be removed from the Department of Justice Qumbu to the Regional Office".

The Regional Office acknowledged both reports from staff and stakeholders, and apologised to affected members. It mentioned that a meeting will be held in that office to discuss a wayforward with the matter and would soon give a report. The employer encouraged staff to continue with offering the services that were rendered before the Court Manager arrived and that which she changed until feedback is obtained.

Whilst awaiting a solution by management to the challenges raised, the PSA advises members to be vigilant and act within the confinement of the prescribed laws and follow formal grievance procedures.

Members are urged to continue putting their trust in the PSA as the Union that prioritises the rights and interests of members and email gilbert.seakamela@psa.co.za and zandi.nompetsheni@psa.co.za for timeous intervention.

GENERAL MANAGER