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FOR PSA MEMBERS: **DEPARTMENT COMMUNITY SAFETY AND TRANSPORT (DCST) - FREE STATE**

24-10-2023

Unprocedural Transfers within the Free State Community Safety and Transport Department

PSA Bloemfontein would like to bring to members' attention an important matter concerning unprocedural transfers within the Free State Community Safety and Transport Department. During the Departmental Task Team meeting held on 19 October 2023, the PSA raised this concern and sought clarification from the employer on the current transfers disguised as corrections to incorrect placements. The PSA referred the employer to the DPSC Regulations, as well as Section 14 of the *Public Service Act*. These regulations and the *Act* highlight the significance of following proper procedures for transfers, both when employees are being transferred and when transfers are conducted to rectify the organisational structure.

It has come to our attention that certain PSA members have been verbally instructed to move back to their initial posts after 5 years, and in some cases, even after 15 years of being employed in their current posts. The PSA strongly emphasizes that instructions to transfer, whether given verbally or in writing, without proper consultation with the employee and unions, as indicated in Section 14 of the *Public Service Act*, are unlawful. Furthermore, transfers must be signed by the Head of Department (HOD) due to the employer's financial obligation when employees are transferred. The employer has acknowledged the validity of these concerns raised by the PSA and has stated that any such transfers conducted without following the proper procedures are considered unlawful. Employees are not obligated to adhere to unlawful instructions.

PSA members who are affected by the unprocedural transfers are strongly encouraged to urgently contact Mr. Mpho Tlhatlogi on 051 4031300 or mpho.tlhatlogi@psa.co.za. The PSA is ready to assist and support you in resolving this matter.

Employees who are not yet part of the PSA family and would like to join can contact Odie Odendaal on 082 880 8968, Lysie Pelser on 082 880 7237, Nelson 082 8808934 or the PSA Provincial Office on (051) 403 1300.

Reuben Maleka
GENERAL MANAGER