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FOR PSA MEMBERS: **FREE STATE DEPARTMENT OF HEALTH**

22-06-2023

Update: Probation confirmation and outstanding grade progression payments – Free State Department of Health

Probation confirmation

The PSA has received numerous enquiries from members, expressing concerns about their probation not being confirmed. The PSA had a meeting with the employer (Human Resource Performance Management Section) and the employer confirmed that all employees who have been on probation for more than 24 months will have their probation confirmed soon as it is busy with this process. A circular will be issued before the end of June 2023 to notify employees of this process. The PSA is confident that this communication/circular will provide clarity and alleviate anxiety regarding probation confirmation.

Outstanding grade progression payments

The PSA raised serious concerns about the excessive delay in the implementation of all grade progressions by the Free State Department of Health. In a meeting with the Human Resource Section responsible for grade progressions, the Department acknowledged the issue and generated a combined submission for approval of all outstanding cycles. The PSA has encouraged the Department to expedite finalisation of grade progressions to avoid potential litigation. The PSA understands the frustration this delay has caused members and assures members that the PSA is actively working towards a resolution. The PSA will continue to engage the Department to ensure that these matters are addressed promptly and transparently.

For any further concerns or questions, please do not hesitate to contact the PSA Provincial Office in Bloemfontein.

GENERAL MANAGER