

## Alleged failure to comply with DPSA Directive on Financial e-Disclosure

The PSA would like to share some critical information with members regarding recent assistance given to a member regarding alleged failure to comply with the DPSA Directive on Financial e-Disclosure.

The member, appointed as an Assistant Director, was given a final written warning for failing to declare that she had purchased property, whereafter the member lodged an appeal. Her appeal against the final written warning was based on the fact that she had disclosed her financial interests for the financial year 2022/23 on 28 June 2023, thereby complying with the DPSA Directive. The property she purchased was registered in her name on 4 July 2023. The PSA then approached the employer, citing that it was common cause that financial disclosure is done “for the period 1 April of the previous year to 31 March of the current year”. The principle is based on the fact that one could only know what had transpired in the past and not what will happen in the future. The PSA requested the employer to withdraw the final written warning. After several follow-ups, the member received a letter withdrawing the final written warning.

In terms of the Public Service Regulations, 2016 (PSR, 2016) **designated employees** are required to disclose their financial interests (Chapter 2, Part 2). The following is an extract from a DPSA directive regarding **categories of designated employees** and due dates for submission of their financial disclosure forms:

Category	Date of disclosure
SMS members	1 - 30 April
OSD / personal notches (level 13 and above)	1 June - 31 July 2023
MMS level 11 and 12	1 June - 31 July 2023
OSD level 11 and 12	1 June - 31 July 2023
Ethics Officers / Dept Admin / PSC Officials	1 June - 31 July 2023
SCM / Finance below level 9	1 June - 31 July 2023
ASD level 9 and 10	1 June - 31 July 2024

OSD equivalent to level 9 and 10	1 June - 31 July 2024
New employees in all above designated categories	30 days after assumption of duty

**Members will note that there are two categories (ASD Level 9 and 10 and OSD equivalent to Level 9 and 10) that must submit their financial e-disclosure by 31 July 2024.** Non-compliance with the directive constitutes misconduct, and therefore, grounds for disciplinary action. In addition, members are urged to apply for remunerative work outside the Public Service, whether you are a member of a registered company that does not generate an income, sell beauty products, or own a spaza shop.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases or with enquiries can contact the PSA Provincial Manager at [john.teffo@psa.co.za](mailto:john.teffo@psa.co.za) or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office.

Reuben Maleka  
GENERAL MANAGER