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FOR PSA MEMBERS: **LIMPOPO DEPARTMENT OF PUBLIC WORKS, ROADS, AND INFRASTRUCTURE (DPWRI)**

08-07-2024

## Victory for PSA members at Limpopo DPWRI

The PSA approached the acting Head of Department, disputing the results of the interview process following interviews for the advertised post of Foreman Cleaner and Groundsman (Post Number S.4/3/3/58), which had taken place in April 2024. This complaint came after several irregularities were cited by an alert PSA shop steward who had been invited to observe proceedings.

A detailed submission was presented to the employer, citing several irregularities supporting the PSA's contention that a suitable candidate had already been decided upon prior to the interviews, rendering the process unfair. Following investigation, the employer confirmed that the interview process "was tainted by irregularities and improper". A new panel will be appointed.

Most grievances emanate from the failure by the employer to adhere to recruitment and selection policies, whether owing to a lack of understanding or deliberate flouting of public-service prescripts. PSA shop stewards who are invited to observe in these proceedings play an extremely important role to ensure compliance with policies and procedures and thereby minimising grievances and unfair labour practice disputes relating to promotion. The PSA salutes the shop steward for a job well done!

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

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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