

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

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PSA intervention leads to stopping of irregular recruitment processes at Limpopo DPWRI

Members are aware that the PSA has been calling for transparent recruitment processes as skewed processes in many departments have resulted in an increased number of grievances. Many employees are left frustrated and disillusioned as their hard work, qualifications, and experience are seldom considered when they apply for positions as prevailing practice in some departments excludes the appointment of qualified candidates.

Recently, the PSA was alerted of the irregular and flawed processes pertaining to the filling of vacant positions where the employer is even ensuring that PSA shop stewards are not invited contrary to the recruitment policy. In the spirit of proper governance, the PSA submitted a list of positions that were embroiled in maladministration and irregularity and called for investigation. Subsequently, the acting Head of Department was persuaded to take the bold step of approving the institution of a forensic audit to root out corruption. The practice of deliberately disregarding the recruitment policy creates fertile ground to appoint unqualified, unsuitable, and inexperienced employees that adversely affect service delivery.

Human Resource management must keep in mind that inviting unions to observe recruitment process is not a favour but a legal requirement to enable shop stewards to play their statutory roles as empowered by the *Labour Relations Act*. Shop stewards are urged to continue to monitor employers' compliance with prevailing prescripts in pursuit of proper governance and eradication of corruption, maladministration, and abuse of power. Shop stewards must familiarise themselves with the recruitment policy so that the employer cannot contravene the policy. Observing recruitment processes does not mean that one must keep quiet where there is non-adherence to policies. Signing a confidentiality form does not take away the shop steward's right to report the contravention of any law regulating conditions of employment.

The acting Head of Department has taken the bold step of agreeing to the PSA's call for a forensic audit, which demonstrates a commitment to eradicate corruption. This action must send a message to all employees who practice maladministration and corruption in recruitment processes, which results in the appointment of unqualified and unsuitable candidates to the detriment of service delivery.

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

Reuben Maleka
GENERAL MANAGER