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FOR PSA MEMBERS: NORTHERN CAPE DEPARTMENT OF TRANSPORT, SAFETY AND LIAISON

19-04-2024

Concern: Irregular Traffic Warden intake

The PSA is extremely concerned about the alleged irregular Traffic Warden intake, which started in January 2024. The PSA has already submitted a formal complaint to the Public Protector for investigation.

The Department of Transport, Safety and Liaison (DTSL) advertised 25 posts for Traffic Wardens in September 2023. However, the DTSL appointed 50 Wardens. The concern is how the other 25 Traffic Wardens got to be appointed, were interviewed, and why the DTSL does not comply with the Recruitment and Selection Policy. A major concern is the credibility of the interview process as it was done telephonically, which raises concerns about the quality and integrity of the process. The PSA raised the following points with the DTSL to solicit a response, not only for further particulars but also to allay fears in respect of irregularity or wrongdoing:

Security checks were circumvented as no proper security vetting was done (appointment of applicants with criminal records); purported nepotism as family members; friends and political affiliates were granted preference compromising a fair and transparent process; applicants who do not meet the requirements as listed were appointed; and three family members from one household have been appointed.

The PSA demanded that the recruitment and selection report for this Warden intake be made available to the PSA within five working days. It is not surprising that the report was never provided. Therefore, the PSA took a stance to have these appointments fully investigated by the Public Protector.

Members will be informed of developments. For further clarity, members can contact the PSA's Labour Relations Officer, Russle Bindeman on 082 883 7563.

Reuben Maleka
GENERAL MANAGER