



FOR PSA MEMBERS: EASTERN CAPE DEPARTMENT OF SOCIAL DEVELOPMENT (EC DSD)

28-05-2025

Feedback: Urgent meeting with organised labour - Alfred Ndzo District: Resumption of recruitment and selection process in EC DSD

An urgent meeting was held on 27 May 2025 between organised labour and the management of the Alfred Ndzo District. At this meeting, management reported that it had received an instruction to submit a list of priority posts by the close of business on the same day. Labour expressed dissatisfaction with the short notice and requested that the matter be postponed, allowing for proper consultation with their members. However, owing to the urgency of the instruction and the uncertainty of the consequences should Alfred Ndzo fail to meet the deadline, labour was reassured that the intention behind the meeting was to maintain transparency, in line with resolutions from the previous engagement. It was also emphasised that missing the deadline could leave the District in a worse position regarding the filling of critical vacancies.

Circular 6 of 2025 outlines the resumption of the recruitment and selection process in the EC DSD. It was reported that a budget had been allocated to fill critical posts, to be implemented in two phases depending on budget availability. This effectively lifts the moratorium on hiring and aims to address the backlog of occupation-specific dispensation (OSD) related payments. In terms of *Circular 6 of 2025*, the following districts are each expected to prioritise ten critical posts, with a maximum of four managerial (OSD or non-OSD) positions per district, if necessary: Amatole, BCM, OR Tambo, Chris Hani, Joe Gqabi, Nelson Mandela Metro, Alfred Ndzo, and Sarah Baartman.

At provincial level, 26 posts are to be prioritised and distributed as follows:

- 3 posts for the CIO Branch
- 3 posts within PROG2, PROG3, PROG4, PROG5
- 3 CFO Branch
- 3 Corporate Services Branch
- 5 posts for the HOD Branch

Alfred Ndzo District: Proposed priority posts

Directorate	Name of post	Salary level
District Office	Manager: Community Development	11
District Office	Manager: Social Welfare Services PRG4	11
District Office	Manager: Social Welfare Services PRG3	11
Winnie Madikizela Mandela	Community Development Practitioner	6
Ntabankulu	2 x Social Work Supervisor	9
Matatiele (Maluti SO)	Community Development Practitioner	6
Matatiele	Social Work Supervisor	9
Umzimvubu-Mt Ayliff	Social Work Supervisor	9
Umzimvubu	Admin Officer NPO	7

The PSA calls on the Union's representatives to engage on this matter in their respective districts and provide feedback to the PSA Eastern Cape Provincial Office for reporting to members. Alfred Ndzo management has committed to providing feedback regarding the outcome of the submitted list of priority posts. The PSA has noted the developments and will continue to keep members updated as new information becomes available.

Employees who wish to join the PSA should contact Zingisile.mgxaji@psa.co.za / WhatsApp 082 880 8959.

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