



FOR PSA MEMBERS: **STATISTICS SOUTH AFRICA - FREE STATE**

05-09-2025

## Update: Meeting with Stats SA Free State management

The PSA met with Stats SA Free State Management to address concerns raised by members. Key outcomes of the meeting are:

- **Performance standards:** Free State applies 90% vs National's 85%. Employees between 85 - 90% will not be penalised and will score 3 on KPIs. The PSA clarified that performance contracts are individual agreements between employees and supervisors, and provincial office targets must not unfairly affect employees' overall performance scores. *Audi* letters for performance disputes were withdrawn, and the employer committed this will not recur.
- ***Audi* letters and discipline:** Excessive *Audi* letters raised concerns of victimisation. The employer pledged to review cases and promote communication before discipline. The PSA will monitor.
- **Shop stewards:** Charges against shop stewards must follow *LRA* procedures. The employer agreed.
- **Vehicle management system:** Misunderstandings led to discipline. The employer will arrange training from Head Office.
- **Policy consultation:** The employer confirmed that unions will be consulted on new/amended policies.
- **Acting appointments and bids:** The PSA called for transparency and consistency. The employer will review processes.
- **Complaint/harassment form:** The PSA stressed that grievance procedure remains the formal route. Matter to be escalated nationally.
- **Transfers:** Committee at National Office non-functional, causing delays. The PSA to pursue further.

The PSA will continue to advocate for fair treatment and accountability.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER