



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

03-02-2026

PSA engages the Public Service Commission on grievances and complaints regarding irregular appointments

The Limpopo Provincial Office of the PSA wishes to report to members following a bilateral engagement with the Public Service Commission (PSC), held to address the growing number of grievances and complaints relating to irregularities in the filling of advertised posts in the public service. During the meeting, the PSA raised serious concerns regarding persistent deviations from prescribed recruitment and selection processes, including but not limited to the shortlisting, interviewing and in some cases, the appointment of candidates who do not comply with the minimum appointment requirements of the post. Whilst the PSA assists individual members in declaring unfair labour practice disputes relating to promotion, and reports complaints from shop stewards who observe irregularities during recruitment processes to various HOD's, where PSA members were not prejudiced, but the process has been severely flawed to the extent that irregular appointments were made. The PSA is of the view that the actions undermine transparency and fairness which contribute to diminished employee morale and deteriorating service delivery.

The PSC acknowledged the seriousness of these concerns and confirmed that such practices undermine the principles of fair labour practices, accountability, and good governance in the public service. The Commission will be investigating irregular appointments reported by the PSA made by the Department of Public Works, Roads and Infrastructure in particular.

The PSA urges shop stewards elected as observers, to take note of the following and to act decisively where irregularities are suspected:

Lodge complaints to the PSC directly or through the PSA without delay

Shop stewards appointed as observers in recruitment and selection processes must voice their objections immediately when irregularities occur, ensuring that the objections are recorded and that formal written complaints regarding the irregularities observed are submitted to the shortlisting/interview panel.

Document everything

Members are advised to retain copies of the following documents:-

- Advertised posts;
- Shortlisting criteria;
- Interview correspondence;
- Outcome letters; and
- Any communication that may indicate deviation from due process.

Report non-compliance

Where departments fail to properly address grievances or where outcomes appear procedurally flawed, members should immediately escalate the matter to the PSA and or the PSC for further intervention. Referrals to the PSC can be done anonymously.

The PSA reaffirms our commitment that we will vigorously challenge irregular appointments through all available legal and institutional mechanisms, including:

- Continued engagement with the PSC;
- Formal complaints and investigations; and
- Litigation where necessary to protect members' rights and the integrity of the public service.

The PSA remains steadfast in its mandate to defend fairness, transparency, and merit-based appointments and 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 Acting PSA Provincial Manager at Phillip.maponya@psa.co.za.

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

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GENERAL MANAGER