

Feedback: Free State PHSDSBC Multi-lateral meeting – 5 May 2026

The Free State Department of Social Development tabled its Human Resource Development (HRD) Policy at the relevant labour forum and formally invited inputs from labour by 3 July 2026. In this regard, the PSA invites **all members to submit comments, concerns, and proposed amendments** to ensure that the Policy is fair, clear, and aligned with existing directives and principles of administrative justice.

During the employer's presentation, the PSA raised the following concerns:

1. The PSA noted that the policy only refers to **induction for new employees**. However, it **excludes the DPSA directive on re-orientation of employees appointed before 2010**. The PSA believes this omission must be addressed to ensure compliance and proper capacity development of long-serving employees.
2. The Policy states that employees who receive financial aid for studies or short courses will be held accountable if they:
 - Terminate their studies,
 - Change courses without approval,
 - Fail to progress,
 - Do not attend courses, or
 - Fail to submit results.

What remains unclear is:

- How accountability will be implemented;
- Whether cases will be investigated;
- Which procedures and processes will apply; and
- What authorises the Department to enforce such accountability.

The PSA believes these aspects require clarity to avoid arbitrary or unfair application.

Members are encouraged to submit inputs by **26 June 2026** Lysie Pelser - lysie.pelser@psa.co.za to allow the PSA to consolidate submissions before engaging the employer. A copy of the Policy can also be obtained from the PSA Office. Department of Social Development employees who would like to join PSA can contact Lysie Pelser on 082 883 7237.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every DBC engagement.

Reuben Maleka
GENERAL MANAGER