



**FOR PSA MEMBERS: FREE STATE DEPARTMENT OF SOCIAL DEVELOPMENT (DSD) -
MOTHEO DISTRICT**

30-10-2026

PSA raises members' concerns with management

The PSA met with members at the Motheo District Office on 27 October 2026 to discuss workplace challenges affecting employees. Following the meeting, the PSA formally engaged management and requested urgent intervention on several matters.

Occupational health and safety (OHS)

Members raised concerns regarding outstanding OHS issues, including the lack of sharps bins, inadequate office space, insufficient cleaning staff, absence of a sluice room, unsafe parking facilities, and cleaners being accommodated in a room where cleaning chemicals are stored. Concerns were also raised that employees had to contribute funds to have the grass cut, which members believe remains the employer's responsibility.

Probation delays

Employees appointed during 2021 and 2022 reported that they remain on probation despite attending induction training in 2023. The PSA has advised affected members of their rights and requested urgent management intervention to resolve the matter.

PMDS/PDMS challenges

Members reported concerns regarding the implementation of PMDS/PDMS, including performance scores being changed without consultation, use of different performance agreements during the same cycle, goals being amended without discussion, and underperformance ratings being issued without the required documentation and support processes. The PSA has recommended that the Department should arrange training for employees, supervisors, and managers to ensure that the policy is applied fairly and consistently.

Communication with staff

Members expressed concerns about communication between management and staff. The PSA has recommended regular monthly staff meetings to improve communication and provide updates on OHS, HR matters, PMDS/PDMS, office accommodation, parking, and other workplace issues.

The PSA is committed to protecting members' interests and will continue engaging with management until these matters are addressed.

Employees who would like to join the PSA can contact Lynsie Pelsner - 082 883 7237 / lynsie.pelsner@psa.co.za.

Reuben Maleka
GENERAL SECRETARY