

## Victory against irregular recruitment: Limpopo Department of Public Works

### Win for fairness, accountability, and merit

The PSA is proud to announce a significant arbitration victory on behalf of a member against the Limpopo Department of Public Works. The arbitration award confirmed that the member was unfairly excluded from a promotional process, whilst another candidate was irregularly appointed despite failing to meet basic requirements for the post. As a result of the unfair conduct by the employer, the arbitrator awarded compensation equivalent to three months' salary amounting to R40 559.25 for denying the employee a fair opportunity to compete for promotion. This important victory once again demonstrates the PSA's unwavering commitment to opposing irregular recruitment practices that undermine transparency, fairness, accountability, and equal opportunity in the public service.

This victory exposes a much deeper and ongoing problem in the Department of Public Works. Despite recent forensic audit findings and repeated complaints raised with the HOD, irregular recruitment and selection practices continue unchecked. The PSA remains deeply concerned that the Department has failed to take decisive action against officials responsible for flawed and irregular recruitment processes. Such failures continue to erode trust, damage staff morale, and undermine merit-based appointments in the public service. The PSA also strongly questions the Department's continued practice of centralising shortlisting and interview processes. This approach wastes public funds through unnecessary travel and accommodation costs and contradicts government austerity measures.

### Moving forward

The PSA is steadfast in defending workers' rights and fighting corruption, nepotism, favouritism, and irregular practices in the public service. Public servants deserve a system that rewards merit, competence, and fairness - not one that rewards irregularity and undermines honest employees. The PSA will continue to demand accountability, fairness, and justice in every workplace.

### Stay protected, stay represented, stay PSA

PSA membership is members' labour insurance. PSA members enjoy expert representation, strong legal support, proven results, and peace of mind. The PSA will continue to do everything in the Union's power

to protect members' rights and promote their interests, as practicing service excellence remains a core values of the PSA.

Members needing assistance with their cases can contact the PSA Provincial Manager - [andry.mnisi@psa.co.za](mailto:andry.mnisi@psa.co.za). Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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