

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF ECONOMIC DEVELOPMENT,
ENVIRONMENT, AND TOURISM

05-05-2026

Urgent update: Meeting with MEC and HOD regarding observed recruitment anomalies

The PSA, after observing serial anomalies on recruitment and not enjoying attention from the HOD, requested a meeting with the MEC of the Department of Economic Development, Environment and Tourism. The meeting was acceded to and scheduled for 28 April 2026. The PSA structure, PSA Provincial Manager, the MEC and HOD met at 14:00 at MEC's office. Since the MEC was already briefed about the issues by the PSA structure, he welcomed parties and allowed introductions. Thereafter he directed that the HOD and the PSA go to another boardroom and resolve the matters, and he will await the report.

Anomalies raised with HOD

1. Deputy Director: Records and Knowledge Management post was short-listed with competent candidates, but because the preferred candidate was not short-listed for failure to competently complete the Z83, the post was re-advertised.
2. Deputy Director: Human Resource, Recruitment and Planning post became vacant, and an official not meeting the inherent minimum requirements of the post was entrusted to act with remuneration. When the post became advertised, the acting official was not short-listed based on not meeting the requirements. For unknown reasons, the post was re-advertised, creating a view that the recruitment process is being customised each time the alleged intended candidate fails the criteria.
3. On the second advert after re-advertisement, requirements were amended to include, "proven successful completion of Persal Administration", a requirement that was not part of the initial advertisement. This amended requirement is inherent at Director KRA not at Assistant Director level. This customisation reflects an anomaly in the integrity of recruitment process.
4. A means of tolerance directive to accommodate non-qualifying candidates was bilaterally developed by employer and the one union organising in the workplace, against the DPSA Directive provisions regulating the completion of Z83 form. The PSA, the vanguard of principled, just administration was not engaged despite being the majority Union. This was nothing less than an act of anomaly elevated against the DPSA Directive.
5. Acting in vacant positions is not carried out in compliance with the DPSA Directive. There is favouritism and a breach of DPSA Directive on acting appointments.

6. Halting of recruitment process without a just course and re-advertisement to accommodate preferred candidates within the scope of bilaterally developed “means of tolerance directive”.

Resolution and next steps

On anomaly 1 to 3, the HOD indicated intension to investigate and decide thereafter. The PSA holds that MEC intervention will give traction to resolution of these anomalies. On anomaly 4, the bilateral directive will be revoked within the first week of May 2026. Anomaly 5 will be returned as is to the MEC for determination. On anomaly 6, the HOD will make an urgent follow-up with transversal HRM for a way forward to avoid being overtaken by events and report to parties on progress within reasonable time.

Support and membership

Members requiring direct assistance on any matters, can reach the PSA Provincial Office: Limpopo in Polokwane on (015) 295 0500 / psa.pol@psa.co.za. The Office is located at **The Office Park, Unit 102, 90 Schoeman Street, Polokwane.**

To join the PSA and strengthen the collective bargaining voice, please contact: Lawrence Muvhango: 082 880 8995 / Lawrence.muvhango@psa.co.za or Paulina Moloto: 082 880 8957 / Paulina.moloto@psa.co.za.

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