

FOR PSA MEMBERS: **DEPARTMENT OF COMMUNITY SAFETY, ROADS AND TRANSPORT (DCSRT) - FREE STATE**

23-10-2023

Unprocedural Transfers within the Free State Department of Community Safety, Roads, and Transport

The PSA raised the matter during the Departmental Task Team meeting that was held on 19 October 2023. The employer wanted to distinguish between the current transfer instructions and the organisational structure that is an agenda point on the Department Task Team Meeting. The PSA then referred the employer to the DPSA Regulations on Transformation and Restructuring, as well as Section 14 of the *Public Service Act*, emphasising the importance of following the proper procedures for transfers when an employee is transferred and when transfers are conducted to rectify the organisational structure.

PSA members raised that they were given verbal instruction to move back to their initial appointment post after 5 years and even 15 years of being employed in their current post. The PSA raised that such an instruction to transfer verbally or in writing without consultation with the employee and unions as indicated in Section 14 of the *Public Service Act* is unlawful. Also, transfers must be signed by the HOD because the employer has a financial obligation when they transfer employees.

The employer admitted to the process as raised above by the PSA and indicated that any such transfers are unlawful, and employees do not need to adhere to an unlawful instruction. The employer invited the PSA to submit the employees' names that were given such instructions for them to investigate.

PSA members who are affected must please contact Me. Mpho Tlhatlogi at 051 4031300 or email mpho.tlhatlogi@psa.co.za urgently for the PSA to assist them.

Reuben Maleka
GENERAL MANAGER