

MEDIA RELEASE **Limpopo Department of Public Works, Roads, and Infrastructure: PSA welcomes forensic investigation of irregular recruitment processes**

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The Public Servants Association (PSA) welcomes the decision by the acting Head of Department of the Limpopo Department of Public Works, Roads and Infrastructure to institute a forensic investigation following the PSA's report on irregularities in recruitment processes.

The Departmental policy provides that a recognised trade union must be allowed to observe shortlisting and interview processes to ensure policy compliance. The PSA was, however, invited to observe, which raised suspicion. Upon investigating, it was clear that it was not simply an omission to exclude the PSA from the process, but the PSA was intentionally excluded from the process so that a preferred candidate could be appointed. Subsequently, the PSA approached the acting Head of Department to highlight irregularities, ranging from an improperly constituted interview panel and failure by panel members to disclose their relationship with candidates. The PSA will continue to oppose corruption, maladministration and abuse of power by those entrusted to ensure proper management and governance.

The PSA submitted a list of posts where there was suspicion of irregularities and non-compliance with the Department's recruitment policy. These posts ranged from Foreman Cleaner and Groundsman, Admin Clerk: Logistics and Asset Management, Provision Admin Officer, Assistant Director: Acquisition Management, and Assistant Director: Financial Management. The PSA previously urged the Department to root out irregularities pertaining to appointments after it became clear that the recruitment policy was disregarded by management and panels.

The acting Head of Department took the bold step of instituting the forensic audit, which demonstrates a commitment to eradicate corruption. This action must send a message to all employees who practice maladministration and corruption in recruitment processes, which results in the appointment of unqualified and unsuitable candidates to the detriment of service delivery. There is no room for corrupt officials in the public service and the PSA commends the alert shop stewards who refuse to keep quiet and allow corruption flourish. Human Resource management must remember that inviting unions to observe recruitment process is not a favour but a legal requirement to enable shop stewards to play their statutory roles as empowered by the *Labour Relations Act*.

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