



**MEDIA RELEASE**

**PSA calls on Minister of DPSA to conduct qualifications audit for Senior Management employees**

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The Public Servants Association (PSA) is dismayed about information that the former Director-General of the Department of Correctional Services has allegedly faked a degree from the University of London.

This information is highly concerning as he was also the head of the State Security Agency (SSA), which indicates that there is a challenge with public-sector employment practices. SSA was, at a stage, tasked with assisting the SA Qualifications Authority (SAQA) to verify fraudulent qualifications, whilst being headed by an individual with a forged qualification. The issue of fraudulent qualifications previously surfaced and resulted in the President amending the law, making it a criminal offence to lie about credentials. This empowered SAQA to establish a register of individuals who misrepresent or fake their qualifications in the hope of securing employment. The PSA calls for this register to be easily accessible and available for human resources practitioners in state entities.

The PSA believes that some government departments and entities take advantage of the fact that unions are not involved in the recruitment of senior employees, which is where troubles arise. Senior employees are often either employed without proper qualification or with fake qualifications. This affects the capacity to provide service and opens a door for use of costly consultants owing to incompetent managers. The PSA is aware that despite the Department of Public Service and Administration admitting that some 35% of senior employees were found to be without requisite qualifications, it did nothing about the situation as it is argued that most of these persons were employed before amendment of the Public Service Regulations in 2016.

The Zondo Commission findings have revealed that government cannot be trusted to root out corruption by itself. The PSA is adamant that in order to promote fairness and transparency in the Public Service, unions must be allowed to participate in the recruitment process of senior managers to eliminate corruption, abuse of power, and the employment of unqualified fraudsters. The PSA urgently calls on the Minister of the DPSA to conduct a full qualification audit of all senior government employees and to allow the participation of labour in this process to ensure that transgressions continually missed by government are exposed. The Minister should head this call unless cadre deployment is favoured above service delivery.

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