

MEDIA RELEASE	PSA response to media interview by Director-General of Department of Justice
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The Public Servants Association (PSA), which represents the majority of employees of the Department of Justice and a growing membership across the public service, has noted recent media statements and interviews from the Department of Justice, particularly those featuring the Director-General (DG).

In a recent eNCA interview, DG Doc Mashabane discussed the dismissal of employees of the Department for various reasons. The PSA is committed to advocating for the Union's members, ensuring that fair and just procedures are followed in all disciplinary matters, and safeguarding the interests of its members. It is concerning that the DG did not acknowledge the PSA's involvement in challenging these dismissals through the relevant bargaining council owing to procedural irregularities.

The PSA regards it as necessary to respond to said media statements. The PSA does not dispute the reported dismissals but is alarmed by the Department's focus on publicly celebrating these actions whilst failing to address other critical issues. This raises the question whether it is aimed at diverting attention from the Department's ongoing problems. The DG's statements create the impression that comprehensive measures are being taken to address misconduct in the Department, yet he failed to address the Department's repeated failure to implement binding settlement agreements and arbitration awards. These failures have led to significant financial costs for the Department. Disciplinary actions should be applied fairly and consistently rather than selectively.

Many court buildings remain in a poor condition, including several Magistrates Courts, which have been condemned following inspections by the Department of Employment and Labour. The DG neglected to address the Department's non-compliance with health and safety legislation, which puts employees and the public at risk.

The interview touched on the issue of staff shortages, yet no resolution or plan to address this was provided. These shortages contribute to operational challenges, and in some cases, employees have faced dismissal for failures stemming from the Department's inability to maintain adequate staffing levels. The Department has also lacked an appeals committee for years, resulting in costly delays in resolving disciplinary cases.

The PSA further noted the DG's omission of information regarding the financial impact of unfair dismissals. Many such dismissals have been overturned through arbitration and Labour Courts, often with PSA's involvement, leading to reinstatements and back-payments amounting to vast amounts.

It is also crucial to highlight that effective labour forums are currently non-existent at the Department. This significantly hampers communication and the resolution of issues between the Department and its employees. The DG has shown little urgency in addressing this critical gap, which is essential for fostering a collaborative and fair working environment.



The PSA remains committed to advocating for fairness, transparency, and accountability in the Department of Justice and across the public service. The PSA will continue to hold the Department accountable for its actions and ensure that the Union's members' rights are protected.

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