

Feedback: Fixed-term contracts at Free State Office of Premier

The previous *Informus* edition refers (copy can be obtained from the PSA website at www.psa.co.za or from the PSA Provincial Office).

This communication serves as feedback from the meeting held on 16 September 2024 between labour and the Office of the Premier. The purpose of the meeting was to consult labour and clarify contentious issues surrounding the termination of fixed-term contracts. The acting Director-General (DG) confirmed that 112 employees are affected by these terminations. Notably, some employees have been on fixed-term contracts since 2010. The acting DG explained that, despite differing start dates, all contracts have been aligned to end on the same date. To mitigate job losses and minimise the impact on employees and their families, the following plan will be implemented:

Permanent appointments

- 41 employees who fall below the *Basic Conditions of Employment Act* annual earnings threshold of R254 371.67 will be appointed permanently.

Regulation-57(2) appointments

- The remaining 71 employees will be appointed under Regulation 57(2) of the Public Service Regulations.
- 29 employees occupy vacant posts, 26 meet the minimum requirements for permanent appointment. These positions will be filled through a recruitment process. Affected members are encouraged to apply.
- For Regulation-57 appointments, the employer indicated that there will be a break in service of no more than two days before employees can be reappointed. The Office of the Premier is currently awaiting approval from the Department of Treasury to proceed with these changes.

The Office of the Premier has committed to communicating with all affected employees, including providing details on any changes to employment terms and conditions.

Members seeking further clarity are encouraged to contact the PSA Provincial Office or Nelson Mateza on 082 880 8934. The PSA will continue to monitor the situation to ensure that the rights of affected members are protected.

Reuben Maleka
GENERAL MANAGER