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FOR PSA MEMBERS: **OFFICE OF CHIEF JUSTICE (OCJ)**

06-12-2024

OCJ: Feedback on facilitation - 3 December 2024

Recruitment and selection policy

Members will recall that the PSA referred to this matter for facilitation regarding the contentious issue of the employer's refusal to allow unions to observe in shortlisting and interviews. The PSA demanded to be part of the shortlisting and interview process from salary level 1 to 12 as good practice by many government departments and for transparency. The PSA further demanded that the policy that was approved unilaterally be rescinded. The employer reiterated its reasons and refused to accede to the demand by the PSA. The essence of the employer's argument is that there were information leaks previously when organised labour was allowed observer status, but that the challenge of leaks is no longer experienced after the exclusion of organised labour. The PSA registered its disappointment at the stance adopted by the employer and indicated that it will explore other dispute resolution avenues to seek recourse.

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER