



FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT (DARD)
- LIMPOPO

01-04-2025

Correction of erroneous translation to Occupational Specific Dispensation (OSD) for scientists

It was reported that members in the Department of Agriculture who were translated to OSD as far back as 2009, received letters from the employer indicating that they are going to reverse such translation with effect from 1 April 2025. In 2023, the department attempted to affect the reversal but settled out of court. In October 2024, members were served with court papers to review the decision by the Member of The Executive Council (MEC) to translate them to OSD for Scientists since 2009 when OSD was introduced. The PSA instructed its legal team to oppose the review application, and the State Attorney was served with the notice to oppose the review application in the Labour Court. It came as a shock when the employer now writes letters that they are going to correct their translations in line with section 38 of the *Public Service Act, 1994*. The PSA is currently engaging its legal team to consider an urgent application in the court for an interdict as the matter is already in the labour court for review of the decision to translate to OSD.

The PSA will do everything in its power to protect members' rights and promote their interests, as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Acting Provincial Manager at phillip.maponya@psa.co.za or *WhatsApp* at 082 880 8967.

Employees who wish to join the PSA can contact Lawrence Muvhango at 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto at 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER