

What's happening at SASSA (KZN)?

The PSA held a Regional Consultative Forum (RCF) with SASSA in the Province following a number of issues that were raised by PSA members.

Implementation: PSCBC Resolution 3/2009

The PSA enquired from the employer if the said PSCBC Resolution was extended to SASSA employees as other PSCBC Resolutions. The employer confirmed that it was extended. The employer also stated that some employees might not qualify as they were upgraded from level 4 to level 5 in 2006 and other employees were upgraded as a result of the salary regularisation. In view of this some staff will not qualify to progress to the next level. It was, however, agreed that cases of those employees who believe they qualify and were omitted can be forwarded directly to the Labour Relations Unit for investigation.

2004/2005, 2006/2007, 2008/2009 EPMDs and pay progressions

The PSA raised a concern that some employees did not receive their Pay Progression and Performance Bonuses for the mentioned years. The PSA raised its concern that employees were requested to furnish proof to show they had qualified and also submit copies of their assessments. The PSA was not happy with this process and after a lengthy debate it was resolved that the matter will be referred to management for consideration.

SASSA Policies under review

The employer pointed out that most of its policies were currently under review at the Bargaining Forum. The employer also pointed out that the terms of the RCF need to be revisited, as it might be redundant and in conflict with the Constitution of the Bargaining Forum. Parties agreed that a Special Meeting would be held to look at the terms of reference so that it is not in conflict with the Constitution of the Bargaining Forum.

Tax deduction

The PSA raised a concern that members were subjected to an inconsistent tax application whereby it fluctuated from month to month. SASSA employees found that the tax implemented was inconsistent with the previous deductions owing to Oracle. SASSA stated that it is aware of the anomalies in so far as February, March, April and May 2012 were concerned. A communiqué was issued around May acknowledging the challenges of under- and overtaxing and since that communiqué there had been no further tax issues. It was resolved that the PSA should submit names of affected employees to the Labour Relations Component for intervention.

Presence of Unions at short listing and interviews to ensure fairness

The PSA raised the fact that unions needed to be present at the short-listing and interview process to ensure fairness of the recruitment and selection process. SASSA stated that as an employer, it had a prerogative to conduct these processes without interference from unions hence its recruitment and selection policies do not cater for unions to participate or be present in these processes. Labour reserved its position in this regard.

Relationship with unions

The employer indicated that issues are raised concurrently by shop stewards and the union office, which poses a problem for the employer. The employer indicated shop stewards were granted R250 for telephone usage to perform union activities but this was in some instances abused. It was resolved that labour makes a request to the employer that shop stewards be granted open access to all the employer's facilities to perform their function. It was also resolved that a training intervention for shop stewards may also be required.

PMDS training

Subsequent to a workshop being held between SASSA and labour on the uncertainties surrounding the PMDS training, it was resolved that the training will now be conducted with all employees so that the PMDS process will be better understood by all.

Shop stewards

The PSA raised the issue that in certain Offices, SASSA shares an office with Social Development and/or Home Affairs. Whilst the total number of SASSA employees is less than ten the entire membership base at that particular office was in most instances more than ten. In this regard, SASSA had taken a position that the PSA would not qualify for a shop steward in terms of the *LRA*. The PSA obviously differed with this position. It was resolved that since parties could not find each other on this item the PSA would declare a dispute.

Condition of certain SASSA Offices

The PSA raised the concern that some offices were in a very poor condition and not safe for employees e.g. EG Building in Durban, Kokstad Local Office, etc. SASSA said that an investigation had been conducted into the condition of these offices. The employer also indicated that the Escort Local Office was modelled along the lines of the SASSA National Office. SASSA stated that the issue of offices was a multi-Department issue involving the Department of Works which had at one stage been involved in the process and owing to changes in delegations, the matter was delayed. SASSA also stated that the Kokstad Office would be given immediate attention. In addition the EG Building in Durban was also

receiving attention, however, alternative accommodation in the immediate vicinity was not available and there might be a possibility that staff would need to move to a different location. Unions will be consulted if such a move takes place. The PSA requested for an audit report of all buildings in order to expedite the matter by engaging other Departments that should assist.

Road shows with Unions to address SASSA employees

The employer representative stated that the new REM was concerned with the number of people who are charged for misconduct and it was felt that although unions have a duty to represent employees at disciplinary inquiries, as a social partner they also had a duty to advise and warn employees not to expose themselves to any acts of misconduct. SASSA felt that a road show with the unions was needed to sensitise employees regarding misconduct. The unions agreed to this proposal.

Danny Adonis

GENERAL MANAGER

Any Questions?

General enquiries to the PSA can be addressed to ask@psa.co.za

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Die PSA erken, in belang van effektiewe kommunikasie, die amptelike tale van die Republiek van Suid-Afrika. Vir hulp met die vertolking van hierdie nuusbrief in enige van die amptelike tale, kontak u naaste PSA-Provinsiale Kantoor.

Ngekareko yokukhulumisana nokuthintana ngefanelo, i-PSA ihlonipha woke amalimi wangokomthetho eSewula Afrika. Nawufuna irhelebho ngokuzwisisa lomtolo ngelinye lamalimi wangokomthetho eSewula Afrika, thintana ne-ofisi lephrovinsi le-PSA eliseduze nawe.

Kha u ita uri hu vhe na vhudavhidzani havhudi, dzangano la Vhashumeli Vha Muvhuso(PSA), li dzhiela nth nyambo dzothe dza tshiofisi dza Riphabuliki ya Afurika Tshipembe. U wana thuso ngaha vhpinduleli ha bammbiri ? a mafhungo kha nyambo dzo ? he dza tshiofisi, (kha) vha kwame ofisi (ya) tsini ya dzangano ? avho ? a vha shumeli vha muvhuso.

Ngenhloso yekuchumana ngendlela lekahle, i-PSA iyatemukela tonkhe tilwimi letisemtsetfweni teRiphabhliki yeNingizimu Afrika. Uma ufuna kutfolala lusito ngekuhunyushwa kwalencwadziindzaba kunobe nguliphi kuletilwimi letisemtsetfweni, chumana neliHhovisi lesiFundza lelisedvute le-PSA

I-PSA inothando lokuxhumana ngempumelelo, futhi iyazivuma izilimi ezisemthethweni zaseNingizimu Afrika. Uma ufuna usizo lokuhunyushelwa le ncwadi yezindaba nganoma yiluphi ulimi olusemthethweni, xhumana Nehhovisi Yesifunda ye-PSA eseduzane nawe.

PSA ka kgahlego ya kgokagano yeo e kgonegago, e gopola maleme a mmušo a Repabliki ya Afrika Borwa. Go hwetša thušo ka phetolelo ya lengwalo la ditaba ka leleme lefe goba lefe la mmušo, ikopanye le Kantoru ya PSA ya Profense.

Molemong wa ho ba le dikgokahano tse tsamayang hantle haholo, PSA e ananela dipuo tsa semmuso tsa Rephaboliki ya Afrika Borwa. Ha o batla thuso mabapi le ho fetolelwa ha koranta ena puong efe kapa efe ya semmuso, o ka iteanya le ba Ofisi ya Provinse ya PSA.

PSA hi ku lava ku fikelela ku vulavurisana ka kahle, yi amukela tindzimi ta ximfumo ta Riphabuliki ra Afrika-Dzonga. Loko u lava ku pfuniwa hi nhlamuselo ya phepha-hungu leyi hi rin'wana ni rin'wana ra tindzimi ta ximfumo, u nga tihlanganisa na Hofisi ya Xifundzankulu ya PSA ya le kusuhi.

PSA, ka maitlomo a yona a go tsweletsa tlhaeletsano, ba amogela tiriso ya dipuo tsa semmuso tsa Repaboliki ya Aforka Borwa. Fa o batla thuso ya thanolo ya lokwalodikgang ka nngwe le nngwe ya dipuo tsa semmuso, o ka ikgolaganya le ofisi ya porofentshe ya PSA.

IPSA, ngenxa yomdla wayo kunxibelelwano oluncomekayo, iyazibalula iilwimi zaseburhulumenteni zeRiphablikihi yaseMzantsi Afrika. Ngongcedo loguqulelo lwale leta yeendaba nakwezphi iilwimi zaseburhulumenteni, qhagamshelana neyona Ofisi yeNqila yakho ekufutshane yePSA.