

FOR PSA MEMBERS: GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)

20-06-2019

Feedback: Meeting of the Chamber Task Team of the Department of Sports, Arts, Culture and Recreation held on 12 June 2019: Free State Province

The following agenda items were recently discussed in the Chamber between the employer and labour:

Unilateral changes to the working hours of all library services

The PSA received complaints from its members that there had been changes in their working hours at some of the Libraries. Members were being expected to work on Saturdays, Sundays including long hours in the week. The employer undertook to investigate the complaint brought by the PSA and provide feedback to the Chamber Task Team. During the meeting the employer provided feedback and indicated that indeed PSA members were instructed to work new hours and that was as a result of Political decision. However, such decision has since been revoked and members would be informed to continue and work their normal working hours.

The PSA cautioned the employer to address any overtime that its members might have performed in this regard. The item to remain on the agenda pending investigation on possible overtime due to members.

Libraries: Job Evaluation of Library Assistants and Assistant Librarians, failure to implement and inconsistent remuneration

The PSA has been inundated with queries from its members regarding letters received by members from the employer on the job evaluation results for the above-mentioned categories of employees. The results of the job evaluations are that posts should be upgraded from level 4 to 5 and 5 to 6 respectively. However, the condition is that incumbents must meet the minimum requirements of the posts.

According to the employer the Assistant Librarian posts require NQF 6 (Diploma) and 93 posts were upgraded, 9 incumbents upgraded, 10 incumbents already on level 6 or above, 8 with NQF below 6 retained and 53 (NQF below 6) not upgraded.

Librarian Assistant- requires NQF 4 (Grade 12) and 209 posts were upgraded, 112 incumbents upgraded, 17 incumbents already on level 5 or above (3 with NQF BELOW 4) and 35 still needs to complete their 12 months in post and 5 PDMS outstanding.

Members are advised to contact their nearest PSA Provincial Office for more information.

Breach of bursary contracts

Labour was informed that the department is in the process of recovering money from employees that did not complete their studies and most of these employees are in the Library services. Labour indicated that the employer should also consider reasons which might have led to members not completing their studies as there may be unforeseen circumstances.

Members will be kept informed of any developments.

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GENERAL MANAGER