

FOR PSA MEMBERS: PAN SOUTH AFRICAN LANGUAGE BOARD (PanSALB)

01-11-2019

What's happening at PanSALB?

The PSA revived collective bargaining at PanSALB that was affected by the bargaining forum that became dysfunctional. The success was initiated by two meetings that PSA held with the new acting Chief Executive Officer (ACEO).

Collapsed Bargaining Forum

The ACEO was informed about the urgency to resuscitate the structure as there was no labour peace in PanSALB. The ACEO was cooperative and showed reciprocal commitment by requesting the PSA to spearhead the resuscitation process.

Collective Agreements and Circulars issued by DPSA

The PSA complained about the delay by management in implementing Public Service Coordinating Bargaining Council (PSCBC) collective agreements and DPSA circulars that must be extended to PanSALB. Examples given are PSCBC Resolution 1/2012 and paragraph 5.16 of Chapter 3 of the SMS relating to the Long-Service Recognition System not yet implemented, and DPSA Circular 19 of 2019 on the salary adjustment for Senior Management Services that was only implemented after the PSA's intervention. The ACEO promised to seek clarity and revert to the PSA.

Bullying

The ACEO was sensitised about bullying and utterances to intimidate employees. He requested the PSA to encourage members to speak out. He requested to be provided with evidence that include grievances filed and exceeded the timeframe to be settled. Affected members are requested to provide the required information to the Chairperson, Nomonde Lekhu, at nomonde@pansalb.org by **16 November 2019**.

Appointment of Board Chairperson as ACEO

The PSA questioned this appointment that has an element of conflict of interest that will conflict the ACEO to have dual powers of executive and administration. The response was that the appointment was done in the interest of PanSALB as a temporary arrangement for a minimum of three months. It was disclosed that the position of Chairperson is temporarily relinquished for the period equivalent to acting.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER