

INFORMUS



FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT

13-03-2020

PMDS 2009/10

Members will recall that in terms of PHSDSBC Resolution 1/2009, Social Workers will grade progress based on their performance assessment over an applicable period. It is common cause that those who obtain at least 4 annual above average performance assessments at the earliest after five years or combined total of 5 years actual service and appropriate post registration experience of 5 years, will grade progress. It is clear that the critical determinants for grade progression are both post-registration experience and performance scores.

Sadly, the Department of Social Development could not effectively deal with performance assessments for the financial year 2009/10, resulting in allegations that most employees did not comply with the PMDS policy. The district of Capricorn was heavily affected as the problem impacted on the grade progression of Social Workers, resulting in some employees declaring disputes.

As a result of continued pressure by the PSA, the employer eventually formed a task team to deal with the performance assessments of the 2009/10-financial year. The PSA is represented by Ouma Molohe and Nkhensani Maluleke who can be contacted for clarity. Members will be updated on developments.

GENERAL MANAGER