

## Feedback: Meeting between Waterberg District management and PSA - ELRC

A meeting took place on 17 June 2021 where the following issues were discussed:

### Non-response nor acknowledgement of PSA letters

The PSA is concerned regarding the failure of the district management to acknowledge or respond to the PSA *communique* forcing it to constantly escalate matters. This was viewed as disrespect to the PSA. However, the employer indicated that the cause for non-response is the fact that the PSA is always attacking/making demands with timelines. Management indicated that the copying of senior managers makes them not to respond to the issues as the senior persons copied must respond. It was resolved that the issue of communication must improve from both parties. HR is the point of contact for the Department.

### Recognition of PSA

Management was cautioned that the PSA has the right to advance the interests and rights of members. This is against the background that district and circuit managers and some principals refuse to acknowledge the PSA as the recognised Union in the education sector. Management indicated that the PSA is recognised as a union in the education sector, and is free to engage on behalf of its members. No union is favoured over the other and the PSA will be entertained if needed to meet the management.

### Deliberate refusal to implement cancellation of membership

The non-implementation of membership cancellation from other unions compels employees to have dual membership against their will. Some members submitted cancellation forms of other unions more than four months ago, but the deduction of other unions subscriptions has not stopped. The employer indicated that a list must be provided so that this can be addressed. Members experiencing double deductions and want other union subscriptions cancelled, must send their details to [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za).

Employees who want to join the PSA or have work-related challenges can contact the PSA Provincial Secretary, Matlala on 060 530 7869 or Organising/Marketing Officers at [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za) and [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za). Members will be updated.

GENERAL MANAGER