

FOR PSA MEMBERS: DEPARTMENT OF SOCIAL DEVELOPMENT - LIMPOPO

03-08-2021

## Implementation of Clause 3.3 of PHSDSBC Resolution 1/2009

Members will recall that upon acknowledgement of incorrect interpretation of clause 3.3 regarding the implementation of grade progression, the employer issued Circular 27, committing to finalise the process of identifying qualifying employees and issuing letters by the end of July 2021. The Circular was issued after a long battle between the PSA and the employer where the matter was even referred to the Labour Court and the hearing date is still awaited.

Subsequently, the PSA engaged the Chief Director during a teleconference on 2 August 2021 where the progress was sought, noting that July came and went without employees being issued with letters. The employer responded that the list of qualifying employees across all districts has been finalised, however letters could not be issued prior to further engagement with stakeholders, including labour representatives. The process was hindered by the restriction of the country to alert level 4, which made it difficult to have a meeting. Further, the employer reported that Treasury was already engaged and discussions are underway. The meeting will, however, be arranged with labour within 14 days for further engagement.

For further information or to join the PSA, contact the PSA shop stewards: Nkhensani Maluleke at [Nkhensani.ny@gmail.com](mailto:Nkhensani.ny@gmail.com) / 072 325 6137 and/or Locan Bonisiwe Sibiyi at [Sibiyi.locs@gmail.com](mailto:Sibiyi.locs@gmail.com) / 073 029 7526 or the PSA Provincial Office on (015) 295 0500.

Members will be updated on developments.

GENERAL MANAGER