

## What is happening at PanSALB?

### Relocation or transfer: Language Practitioners

The PanSALB provided the PSA with the following background regarding this matter. It was indicated that a need had been identified to transfer some Chief Language Practitioner positions who served the relevant language structures at the relevant communities in terms of specific languages. The following challenges were noted in terms of these Chief Language Practitioners:

- The Northern Cape has a SeTswana Chief Language Practitioner and the view is that such a Chief Language Practitioner is best placed at the North-West Office and that the SeTswana Chief Language Practitioner makes way for a more relevant post of the Chief Language Practitioner of Koi, Nama, San and !Nuu languages that are unique to the Northern Cape.
- Both the Western Cape and Eastern Cape have isiXhosa Language practitioners and the Western Cape Office needs Afrikaans Chief Language Practitioners.
- The Gauteng office has a Sepedi Chief Language Practitioner and needs services of an English Chief Language Practitioner.
- Limpopo is in need of a Sepedi Chief Language Practitioner.
- That this process be followed in all the relevant provinces with similar challenges.

The PSA, however, indicated to the employer that proper engagement needed to take place regarding this matter, which will include being provided with all relevant information to allow parties to engage meaningfully. There was a commitment from the employer that such will be provided to labour, especially with the current challenges experienced in the Eastern and Western Cape when it comes to the Chief Language Practitioner post in these provinces. Members will be informed of developments with the consultation process.

### PanSALB Policies

The employer indicated that in terms of the continuation consultation process of policies that is currently underway, the following policies are tabled for engagement:

- ICT Tools of Trade Guidelines,
- Tools of Trade Policy,
- ICT Security Policy,
- Recruitment and Selection Policy,

- Conditions of Service Policy,
- Leave Policy as amended and
- Policy and Procedure Incapacity Policy.

These policies are *attached* for members to peruse and input by **no later than 12 March 2021**, to the PSA Provincial Office. Members will be updated on developments.

GENERAL MANAGER