INFORMUS

PSA
The Union Of Choice

Non-filling of funded, vacant posts

The PSA was approached by concerned employees complaining about the employer's failure to fill funded, vacant positions upon resignation, retirement, death, or transfer. The employer is apparently merging or transferring some positions contrary to the approved organogram/structure, which the PSA interpreted as restructuring without consulting labour. Further, some offices are being closed or merged with other offices, which has a bearing on employees in terms of career prospects and travelling. As a result, employees are overloaded with work and constantly work overtime, leading to fatigue and concentration lapse and increasing chances for errors for which he employer would want to charge them.

The deliberate and unexplained reduction of employees has an adverse effect on employees, forcing them to work excessive hours, which is against the *BCEA* and the *Agency Circular on Culture of Diligence and Conditions of Service for SASSA Employees*. Upon engagement with the employer, the PSA was informed that SASSA embarked on a project to reprioritise vacant, funded posts since 2017 as informed by guiding principles, methodology, operational requirements, and budget allocation. Apparently, the CEO has appointed a committee that deals with the determination of critical positions, consider motivation from regions, and make recommendation to her wherein the budget has been finalised. The CEO has approved only 14 posts for Limpopo Region and the recruitment process is underway.

The PSA is, however, not satisfied with the answer and will refer the matter to the Chief Negotiator to table the matter in the SASSA National Bargaining Forum. Members are reminded that overtime remains voluntary and is limited to maximum of ten hours a week. Members can contact Mr Maponya (LRO) at phillip.maponya@psa.co.za, Christine.mabu@psa.co.za or call the Provincial Office on (015) 295 0500.

Members will be updated.

GENERAL MANAGER