

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT

29-06-2022

## Feedback: Management and labour meeting

### Departmental Circular 24 of 2022: Application to participate in Scheme B of Motor Vehicle Subsidy Scheme

The employer issued the said Circular with a closing date of 21 June 2022. It was reported that the selection process for qualifying participants has started. The PSA raised a concern that it was not part of the selection process and that the process seems not be fair and transparent. The PSA questioned the criteria used during the selection process and stated that every employee qualifying for Scheme B should receive such as it is a working tool and will enhance service delivery. The PSA proposed that all applicants for Scheme B be catered for in the next year since there is sufficient time left to allow the employer to budget. The employer responded that it has since made a request to Treasury to increase the budget in addition to what is currently available to cater for more employees.

### PHSDSBC Resolution 1/2009: Agreement on implementation of an occupational-specific dispensation (OSD) for Social Services professions and occupations

Regarding progress on implementation of the grade progression as per the Resolution, the employer reported that a steering committee has been established to assess progress. Members are encouraged to report to their shop stewards in their institutions should they be affected. Progress will be reported in the next meeting.

### District coordination

The PSA raised a concern with inconsistent coordination at district level. Amongst others, that appointed supervisors are being forced to report to junior officials based either at district level and sub-district level, which violates the channels of line management. The employer will investigate and report back in the next meeting.

### Delay in implementation of resolved grievances

The PSA raised dissatisfaction with the manner in which the Department is handling resolved grievances. Resolutions are not implemented and impact negatively on service delivery. The employer should implement resolved grievances. Members are encouraged to submit their names and nature of the grievance to their district chairpersons and secretaries or, alternatively, contact [nkhensani.ny@gmail.com](mailto:nkhensani.ny@gmail.com) and [sibiya.locs@gmail.com](mailto:sibiya.locs@gmail.com).

GENERAL MANAGER