

FOR PSA MEMBERS: **PAN SOUTH AFRICAN LANGUAGE BOARD (PANSALB)**

10-03-2022

Update: Pansalb Labour Forum meeting

Mpumalanga Office relocation

The employer reported that the relocation of the eMalahleni office to Nelspruit is work in progress and is 90% complete. An updated report will be provided by the end of March 2022. The PSA noted the report and questioned the employer on how far logistical arrangements for affected employees are. The employer's response was that all arrangements, including accommodation, storage facilities, transfer costs, and once-off salary equal to pay have been approved. It further indicated that all employees in Mpumalanga office are still working from home as the new office is not yet ready for occupation.

Chief Language Practitioners relocation

The employer reported that consultative meetings between the employer and affected practitioners were held and Chief Language Practitioners raised a few issues, including improved salary offers to consider relocation and that they were not appointed to serve other provinces. As a result, the process of relocating Chief Language Practitioners collapsed and the employer is waiting for the report from the executive head, thereafter it will be sent to parties. The employer also indicated that four additional posts for Chief Language Practitioners have been approved and it is preparing the advertisement. The PSA noted the report.

Organisational development process

The employer tabled the issue at the Labour Forum and indicated that it has sent the document to labour for further perusal. However, the employer is not happy with the negative participation by employees on the process and called on labour to encourage members to participate in the process. The PSA welcomes the process as it will assist members.

Appointment: Independent Compliance Officer

The employer reported that the process of conducting interviews have been completed. Vetting results were only received on 7 March 2022 and hopefully the successful candidate will report for duty from 1 April 2022. The PSA noted the report but was disappointed with the slow progress with this appointment.

Internal advertisement

The PSA tabled the matter following complaints from members that when positions are available, these are only advertised externally without being first advertised internally. The employer admitted that posts are advertised externally, as it feels that even when posts are external, these are still open to internal

employees, but the commitment is that the matter will be reported to Manco and feedback will be provided in the next meeting.

Pansalb salaries bargaining

The PSA tabled this matter and demand that wage negotiations should be done at the level of the Forum and that Pansalb should not wait for government to conclude its wage negotiations. The employer noted the tabling of the matter but indicated that it will have to consult with its principals, including checking on Pansalb regulations relating to salary issues, and will report back in the next meeting.

Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER