

FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE, LAND REFORM, AND RURAL DEVELOPMENT (DALRRD) - LIMPOPO

27-02-2022

## Erroneous implementation of occupational-specific dispensation (OSD) - DALRRD

The PSA has noted with concern that Limpopo Department of Agriculture, Land reform, and Rural Development served employees with letters stating that they were erroneously translated from non-OSD to OSD from 1 July 2009, that the employer intends to reverse the implementation and that the reversal will change the post designation from OSD to non-OSD from Scientist Production B to Agricultural Advisor. The letter further stated that the recovery of overpayment will be done in terms of Chapter II 5(7) of the *Public Service Act* and will include overpayment of salary, any allowance, or any other benefit received as a result of the alleged erroneous translation to OSD. The employer intends to recover such monies by way of deduction from salary through installments as the Head of the Department may determine. Lastly, debt will be created and employees will be notified of the amount owed that has accumulated because of the overpayment.

It is, however, the view of the PSA that this will have a serious negative impact on all affected employees should the employer succeed in recovering such overpayments from 2009, which is more than twelve years ago. It is for this reason that the PSA wrote a letter to the Head of the Department, requesting an urgent meeting to address the alleged erroneous implementation of the OSD. The PSA expects the employer to respond on or before **2 March 2023**. Further, that the employer should stop issuing employees with such letters until the engagement is completed. Affected PSA members are requested to submit their letters to the shop steward in their institutions who will, in turn, submit these to the PSA Provincial Offices through an email to [winnie.managanyi@psa.co.za](mailto:winnie.managanyi@psa.co.za) or [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za).

Members will be informed of developments.

Employees who wish to join the PSA should contact Paulina Moloto on 082 880 8957, Lawrence Muvhango on 082 880 8995 or the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER