

## Feedback: Meeting with the Head of Department (HOD) for Department of Social Development

### Outstanding Occupational Specific Dispensation (OSD)

The HOD of the Department of Social Development invited labour to a meeting on 11 July 2023 for the purpose of giving feedback on outstanding OSD payments and developments. During the meeting the HOD outlined the purpose as merely to take a decision on the outstanding issues relating to payments and overpayments recoveries on OSD with a view of addressing the affected members. He further presented the phased in approach to address the outstanding OSD issue as follows:

- Phase 1 was paying out of dues to verified qualifying employees both serving and exited. As a result, 1 019 current and exited employees were paid and 21 ex-employees could not be traced. The HOD reported that an advert was made in the print media to trace the untraceable employees.
- Phase 2 was to verify the OSD debtors and seek legal opinion on the matter as there were other factors at play in the reasons some employees were falling under the debtors list. It was presented that the legal opinion advised that its only the court that could set aside such decisions.

The HOD went further and reported that because of some employees falling under the debtors list, the department engaged legal counsel through the state attorney such that the court papers are drafted and ready to be served to the owing members. The report by the HOD shocked labour and such that labour placed on record that, the court processes were premature and demanded that the letters be put on hold. The report by the HOD only focused on the number of employees that were paid whilst the overall number of affected members is hidden.

The meeting resolved that the HOD must convene another meeting to present a detailed report where they will clarify the processes they followed in coming up to the conclusions of both payments and overpayments.

Members will be kept informed of the developments.

GENERAL MANAGER