

FOR PSA MEMBERS: **LIMPOPO GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

27-09-2023

Feedback: GPSSBC Chamber meeting – 22 September 2023

The following agenda items were discussed:

GPSSBC Resolution 5/2014: Recognition of Improved Qualifications

The employer previously provided outstanding reports from the Office of the Premier and the Department of Agriculture regarding the total applications received, numbers approved for payment of the cash bonuses, as well as citing reasons for any disapproved applications being in non-compliance with the requirements of the Resolution. Members who have still not been paid are urged to approach our office for assistance.

Minimum Requirement of Undergraduate Qualification - NQF Level 7 - Posts of Assistant and Deputy Director – Limpopo Provincial Treasury

Members will recall that the employer advertised the posts for the Deputy and Assistant Director with the minimum educational requirement of NQF Level 7 undergraduate qualification, whereas in other Provinces the requirement is an NQF Level 6. The PSA viewed this as an overqualification with a potential to prejudice members and insisted that there should be uniformity in the Public Service. The employer reported that in their most recent meeting with DPISA on 21 September 2023, the DPISA maintained their stance, that in terms of Section 64 Public Service Regulation, the Executing Authority of the Department is well within their right to determine the educational requirements of these posts. The employer has undertaken to provide labour with the minutes of the meeting, whereafter the PSA will determine prospects in furthering the matter.

Provision of Uniforms – Nature Reserves

Members will recall that the employer had undertaken to provide a “single pack uniform” before the end of the 2022/23 and reported that *LNP Brand Solutions* failed to deliver. The PSA rejected the report that the employer was still “trying” to find a solution to provide the much-needed uniforms after 6 months since the previous meeting. The employer has 14 days to indicate in writing what the period is of providing both the uniforms for 2022/23 and 2023/2024 financial years, following which we will determine further course of action.

Job Evaluation – Education Management Information (EMIS)

Members will recall that the PSA requested the employer to provide the Job Evaluation of EMIS. The employer previously reported that EMIS posts were not on the organisational structure and therefore could not be subjected to job evaluation. EMIS posts have now been added to the proposed organisational structure and final inputs will be made by the Department of Education to the Office of the Premier by 31 October 2023.

Two-way Radios for Field Workers – LEDET

Members will recall that the PSA tabled and pursued the provision of two-way radios or means of communication as members had no means of communication in crisis situations in the field. The employer reported that the option of using two-way radios at Nature Reserves was explored and found not to be viable due to costs, contracting and licensing processes. Approval has been granted to issue cellphones to Game Rangers in state owned reserves. The PSA welcomed the decision.

Department of Agriculture – Alleged Incorrect Implementation of Resolution 3/99

The PSA is representing several members that are affected by the employers' intention to recover alleged overpayments from the salaries of 77 employees affected by alleged irregular translations from non-OSD posts to OSD posts in July 2009. The employer reported that it had recently consulted the DPSA on how to address the matter and Labour will be provided with a report in the next meeting.

The PSA will continue to address these and other matters which affect the rights and interests of our members. Employees that wish to join the PSA can contact Ms Paulina Moloto - 082 880 8957 or Lawrence Muvhango – 082 880 8995 or alternatively contact the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER