

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

09-05-2023

Update: Erroneous implementation of Occupational Specific Dispensation (OSD) - Department of Agriculture, Land Reform and Rural Development (DALRRD)

Members will recall that it was previously reported that the list of affected members was received by the PSA and that PSA is in consultation with the internal legal services for further action. The consultation is as resulted from the employer serving letters on members in the Department of Agriculture, indicating that they were erroneously translated from non-OSD to OSD effective from 1 July 2009 and that the employer intends to reverse the said implementation. The employer intends to recover such monies by way of deduction from salary through installments as the Head of the Department may determine.

Affected members are aware that the PSA is providing members with legal assistance regarding the employer's intention. The PSA appointed an attorney to stop the employer from reversing the salaries of affected members. The PSA was shocked that some employees were requested by other employees to pay R1 000 for the services of the attorney to prevent the employer from making such deductions. Members must note **the PSA will never request members to contribute toward services appointed for them**. The PSA will continue to protect the rights of members, including paying for the services of the attorney appointed by the PSA.

In addition to bringing an urgent interdict, the PSA tabled the matter at the GPSSBC in March 2023. The employer is yet to respond. A special meeting was requested by the PSA and a date is being awaited. The PSA believes that there are prospects of success in applying for an interdict.

Members who require assistance in responding to the letters that they received from the employer regarding the reversal of the OSD can contact the PSA at queen.seeema@psa.co.za. Members are advised that the employer acknowledges receipt of the letter and that a copy be submitted to the same email address.

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.

Members will be informed of developments.

GENERAL MANAGER