

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL - LIMPOPO**

22-11-2023

Feedback: Coordinating Chamber Meeting of PSCBC: Limpopo (CCPLP) - 17 November 2023

Filling of vacant posts: Clause 8.2.3 of Resolution 1/2018

Members will recall that in the previous meeting the employer undertook to provide “well researched figures” to labour. The employer provided a written report of the vacancy rate during the meeting. According to the report, the province has 9 942 vacancies with the Department of Education leading the pack with an astonishing 8 923 vacancies. Labour requested an opportunity to scrutinise the information provided and will report on their position in the next meeting.

Dilapidated buildings: Health hazard and safety risk

A task team was established, inclusive of the employer and labour representatives, to deal with 47 reported government buildings. Members are urged to continue providing details of OHS issues to the PSA at queen.seema@psa.co.za.

Rental Management Policy

Members were requested in March 2023 to provide inputs on the Rental Management Policy. The policy has finally been endorsed by the Chamber for implementation.

Amendments to Provincial Human Resources and Development Policy Manual

The employer provided labour with a final draft of the amended policy during the meeting. Labour requested an opportunity to scrutinise the policy manual and report in the next meeting. The policy is *attached* for ease of reference.

Non-processing of applications for subsidised vehicles

The PSA previously disputed the accuracy of the report provided in the previous meeting. A written report was provided regarding applications that have been received per department and statistics of those applications approved and disapproved. The employer reported that as of 31 August 2023, 323 applications were received, with 274 approved, nine disapproved of which six are from the Department of Transport and Community Safety and three from Public Works. Affected members are urged to provide their details to queen.seema@psa.co.za and include the date of submission of applications.

Malfunctioning of Transport Committees

The matter is deferred to the next meeting as the employer was not able to address the matter although it was established that some committees have not met for a year.

Disparities in salaries of Expanded Public Works Programs (EPWP's) employed in various departments

The employer previously undertook to investigate labour's concerns that the principle of equal pay for work of equal value is not applied by the employer as the stipends earned by EPWP workers vary in each department. Labour was provided with a schedule of so-called "stipends" paid to EPWP workers per department, which indeed reflects severe disparities, for example a Data Capturer earns R3 600, R5 000, and R7 000 respectively although performing same work. A task team was established to investigate the discrepancies in payment.

Restructuring in departments without consultation and engaging in policy-related matters outside CCPLP

The PSA reported that LEDET and Agriculture were engaging employees and shop stewards regarding placement of employees on new organisational structures. Labour voiced dissatisfaction with matters of mutual interest being tabled by the employer for consultation at MANLAB meetings, where shop stewards are not equipped to deal with matters such as restructuring. The Secretary will request a legal opinion from the Council regarding the legal standing of MANLAB structures.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER