

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING CHAMBER - LIMPOPO**

11-03-2024

## Feedback: Limpopo GPSSBC meeting – 7 March 2024

The following agenda items were discussed:

### **GPSSBC Resolution 5/2014: Recognition of improved qualifications**

The employer previously provided outstanding reports from the Department of Public Works Roads and Infrastructure regarding 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 requirements of the Resolution. Members who have still not been paid or have pending grievances regarding the non-payment of the cash bonus are urged to approach the PSA's Provincial Office in Limpopo 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 posts of 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 over-qualification requirement with a potential to prejudice members and insisted that there should be uniformity in the Public Service. The employer previously reported that the DPSA had maintained its stance that in terms of section 64 of the Public Service Regulations, the Executing Authority of the Department is well within its right to determine the educational requirements of these posts. The employer failed to provide labour with the minutes of the meeting and the matter remains on the agenda.

### **Provision of uniforms: Nature Reserves**

The PSA has been rigorously engaging the employer regarding the provision of much-needed uniforms and protective clothing. The employer experienced many challenges, including failure of a previous supplier to deliver, the subsequent cancellation of the purchase order, appointment of a new supplier, and inadequate funds to procure sufficient uniforms. The employer reported that R7 million has been received for the procurement of uniforms for Field Rangers during the final adjustment allocation from Provincial Treasury in December 2023. This is indeed good news. It was also reported that a new service provider will be appointed before the end of the financial year.

### **Job evaluation: Education Management Information (EMIS)**

The PSA requested the employer to provide the job-evaluation results of EMIS Staff. The employer previously reported that EMIS posts were not on the organisational structure and therefore could not be

subjected to job evaluation. Employees could also, for example, not apply or be considered for subsidised vehicles. It was reported that the Department of Education received a letter of concurrence from the MPSA, dated 27 February 2024. The Department will now send a signed copy of the approved organisational structure to the DPSA to update the database.

### **Two-way radios for Field Workers: LEDET**

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. It was previously reported that approval had been granted to purchase cell phones. The PSA is happy to report that the Department has since distributed 231 new cellular phone contracts for Field Rangers in various state-owned Nature Reserves.

### **Department of Agriculture: Alleged incorrect implementation of Resolution 3/1999**

The PSA is representing several members affected by the employer's 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 previously reported that it had consulted the DPSA on how to address the matter. No report was provided, and the matter remains on the agenda.

### **Policy consultation outside GPSSBC**

Following the tabling of several draft policies by the Department of Transport and Community Safety in a recent MANLAB meeting, the PSA was of the view that policies cannot be concluded at departmental level but should be ratified by the Chamber. An example is the current draft Pregnancy Policy for Traffic Officers. It was resolved that the employer should table policies of transverse nature at the CCPLP and department-specific policies at the GPSSBC. Members are urged to report instances where policies are being consulted and where the PSA Provincial Office is not represented.

### **Limpopo Provincial Treasury: Redundance of Cashier posts**

The PSA tabled the matter after the employer took a decision to temporarily place District Cashiers at Supply Chain Management without consultation. A special Chamber meeting will be held where the plight of these employees will be discussed.

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

Members will be informed of developments.

Reuben Maleka  
GENERAL MANAGER