

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT

10-04-2024

Feedback: Management and Labour Consultative Forum (MANLAB) Meeting – 3 April 2024

Organisational structure

The employer made a presentation regarding the amendment of the current organisational structure budget that stands at R1.9 billion and exceeds the allocated budget of R1.3 billion thus the amendment. The structure can only be expanded when enough funds are allocated, which will be approved by the MEC. The PSA was not satisfied that some positions will be abolished, considering service delivery in the province. The employer is to consult in all five districts and report back in the next meeting.

Non-implementation: Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Resolution 2/2023 - Token of appreciation

The PSA raised concern regarding the non-implementation of the Resolution and that the employer is turning a blind eye as members have not been informed of the way forward since it was issued. The said agreement is a token of appreciation for all qualifying members who provided services during the COVID-19 pandemic. Clause 4.2 states that the employer shall provide all qualifying employees with five days special leave as a token of appreciation. This special leave will expire in November 2024. The PSA proposed that a circular be issued to inform members of the way forward. The employer responded that it would ensure that the Resolution is implemented. It further conceded to issue a circular on or before 10 April 2024.

Department of Public Service and Administration Circular 18 of 2022: Implementation of biennial pay progression for qualifying employees

The PSA was dissatisfied with the implication of pay progression regarding the salary notches of those members qualifying for biennial pay progression. The employer responded that according to its knowledge, the pay progression was paid to all deserving employees and that if there are members who are not satisfied, they must lodge a grievance. Members affected by the non-implementation are advised to contact their shop stewards.

Budget allocation for cars in Department

The PSA raised a concern that the employer returned about R34 million to the Provincial Treasury that could have been utilised to purchase subsidy vehicles or pool cars. There is a huge shortage in the

Department. The employer responded that it is aware of the PSA's concern and that it is working on it and will report at the next meeting.

Members will be informed of new developments.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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