

Feedback: Capricorn District Workplace Committee Meeting – 19 March 2023

Acting appointments

Members are aware that some officials have been acting for a number of years contrary to the Department's Acting Policy, hence it was resolved that the department must comply with the said policy. The Acting Policy provides that employees should act for 6 months or not more than 12 months. The meeting agreed that the new acting appointments should be implemented effective from 1 April 2024. All employees that have an interest to *act* as supervisors are requested to submit their names to the Office of Capricorn District Deputy Director Human Resources by 25 March 2024 at the latest. The employer undertook to issue the Circular to invite the interested employees to submit their names. It must be stated in advance that the successful incumbents on these appointments will not receive an acting allowance but will have the opportunity to be exposed to supervisory/management duties which will position them for upward mobility when these positions are advertised.

Attendance of Forum by members

Labour raised concerns about the continuous non-availability of the Social Work Manager in workplace meetings despite her office being responsible for most of the issues reported in this forum. However, the employers' representatives indicated that managers present at the meetings are equally capable to deal with matters and the nature of the Forum dictates that all decisions taken should be binding to everyone whether present or not. The explanation was noted although the presence of the Social Work Manager must be encouraged like all managers that are part of the committee.

Grade Progression payment

The employer reported that all qualifying employees will be paid by Tuesday, 26 March 2024 and that letters are currently being finalised for distribution. Employees who believe that they qualify for grade progression and did not get their payment or letters are urged to engage with the employer for clarity and where they are still unhappy, they must contact their shop stewards who will be able to assist them in this regard.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or contact the PSA Provincial Office at 015 290 0500.

Reuben Maleka
GENERAL MANAGER