

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - MPUMALANGA**

13-03-2024

Update: Special Mpumalanga PSCBC Chamber meeting – 11 March 2024

The employer called a special PSCBC meeting on 11 March 2024 to consult on new policy frameworks in effort to gain labour's approval and input. The following policy frameworks were submitted (*attached*):

Induction policy framework

The purpose of the policy is to provide guidance on how induction of employees is to be done consistently in compliance with prescripts. The Mpumalanga Provincial Government recognizes the need for the newly appointed workforce to be inducted to familiarise themselves with their work environment and the role they are expected to fulfill. The policy aims to ensure that all new entrants into the public service enroll and complete the compulsory induction program to induct them to the public service.

Succession Planning policy framework

The policy aims to ensure that there is always a pool of leaders and managers to assume future leadership responsibilities in advancing the business of the province. One of the objectives of the policy is to identify junior and middle managers with leadership potential for development into spheres of leadership.

Policy framework: Employment Equity

The purpose of this policy is to provide guidelines and directives that departments shall use to promote equality and redress the imbalances and injustices of the past relating to human resource management practices. A formally arranged caucus between labour will be held on 5 April 2024.

Members are thus encouraged to peruse the Policy Frameworks and submit inputs for inclusion before the labour caucus to pamela.letebele@psa.co.za or sibusiso.nkosi@psa.co.za.

Employees interested in joining the PSA can contact the following PSA employees for assistance:
Sylvia.Watkins@psa.co.za / 082 880 894 or Thandiwe.Mziyako@psa.co.za / 060 962 8512.

Reuben Maleka
GENERAL MANAGER