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FOR PSA MEMBERS: **LIMPOPO – GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

18-07-2023

## Feedback: GPSSBC Chamber Meeting – 14 July 2023

A meeting was held on 14 July 2023 where the following issues were discussed:

### Determination of Vote Weights

The Secretariate reported that the PSA remains the majority union in the Chamber with a vote weight of 51.13%. The PSA appreciates all the members and shop stewards for the good work of ensuring that the PSA remains the home of thousands of members in Limpopo.

### Minimum Requirements for Assistant Director and Deputy Director Positions at Limpopo Provincial Treasury

Members are aware that the employer advertised posts of Deputy and Assistant Director with a minimum educational requirement of NQF Level 7 undergraduate qualification whereas in other departments the requirement is an NQF Level 6. The PSA challenged this anomaly that has the potential to prejudice members and insisted that there should be uniformity in the province and within the Public Service. The employer subsequently issued a circular, dated 29 May 2023 directing that all Assistant Director and Deputy Director posts within Corporate Service Program 1, and other posts providing support services regardless of the Program, should be advertised with an undergraduate qualification (NQF Level 6). The PSA was further of the opinion that the Limpopo Provincial Administration should also advertise core posts with NQF 6 requirements as in Free State, Gauteng, and National Treasury. The employer reported that the Office of the Premier had approached the Department of Public Service and Administration (DPSA) and is awaiting a response.

### Nature Reserves: Provision of Uniforms

In the previous meeting the employer reported that uniforms would be distributed to members by the end of the financial year. The employer however reported that they had experienced difficulties with the supplier, LNP Branding Solutions, and is in the process of cancelling the purchase order and with appointing a new supplier. The PSA noted it is discontent as the employer displayed no urgency in procuring uniforms for the previous and current financial year. A report on this regard will be provided in the next meeting.

### Job Evaluations for EMIS Employees

The employer reported that it had not yet concluded incorporating EMIS posts on the organisational structure of the Department of Education and the subsequent benchmarking of EMIS posts. A progress report will be given in the next meeting.

### **Two-way Radios for Field Workers – LEDET**

The employer reported that whilst they acknowledge that effective communication is important in nature reserves, they were still engaging with Vodacom to assist in finding a solution to connectivity challenges. The PSA expressed dissatisfaction with the employer's slow pace in dealing with this critical matter that concerns the safety of workers.

### **Allegation of Corruption at Mopani District – DPWI**

The PSA reported allegations of corruption and nepotism during the selection and recruitment of EPWP posts. It was previously resolved that a task team comprising of organised labour and the employer be established to investigate the allegations. The PSA is represented by Ms Thabana and Mr Nyalunga. Progress will be reported in the next meeting.

### **Incorrect Implementation of Resolution 3/1999 – Agriculture Department**

The PSA is representing several members that are affected by the employers' 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. It was resolved that the employer would approach the DPSA on how to address the matter as the PSA does not agree with the recovery of alleged overpaid salaries as they would cause undue financial burden to members, the employer reported that they were still awaiting a response from the DPSA.

Members will be informed of further developments.

Employees who wish to join the PSA can contact Ms Paulina Moloto at [Paulina.moloto@psa.co.za](mailto:Paulina.moloto@psa.co.za) / 082 880 8957 or Lawrence Muvhango at [Lawrence.muvhango@psa.co.za](mailto:Lawrence.muvhango@psa.co.za) / 082 880 8995 or alternatively contact the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER