

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE (DPWI)

29-06-2023

Feedback: Management Labour Consultative Forum (MANLAB) meeting – 28 June 2023

Members are aware that the MANLAB has not been functional since 2020. In an endeavour to ensure the functionality of the structure, the MEC officially relaunched the MANLAB and urged all parties to commit to dealing with issues in the interest of the Department. Subsequently, the following issues were discussed:

MANLAB Year Plan 2023/24

A schedule for the Provincial Office and five Districts was discussed and adopted (*attached*). The next MANLAB meeting will be held on 19 July 2023 and shop stewards in districts are urged to ensure attendance of meetings, consult, and report back to members.

Feedback: Rotation of Supply Chain Management (SCM) staff members

Labour previously raised the fact that the employer had unfairly transferred several employees who worked in SCM, prejudicing their career pathing. The employer maintained its stance that it is management's responsibility to design controls to mitigate or prevent fraud and corruption and that the rotation of employees is part of its Anti-Corruption Strategy. Labour insisted that it was not a rotation as employees were transferred to other directorates. It was resolved that the SCM policy would be amended to include the rotation of SCM employees within sub-components of SCM to mitigate fraud and corruption. A task team was established to investigate and make recommendations on how to assist employees who had been prejudiced by the transfers. The task team consists of two labour and employer representatives and the PSA will be represented by Joseph Moabelo. The task team will report back in the next meeting.

Feedback: Job descriptions

The Department is in the process of aligning current job descriptions with a new job-description template, which was provided by Provincial Treasury. This process will be finalised by 28 September 2023.

Allocation of tenants to residential houses

The employer reported that many official houses were vacant and that it posed a problem as properties were being vandalised. In addition, the employer was paying security companies substantial amounts to guard these houses. Income was not being generated and security fees amounted to fruitless and

wasteful expenditure. It was resolved that vacant houses be allocated to those applying. Maintenance would be done on prioritised houses to make them attractive to prospective tenants.

Non-implementation of PSCBC Resolution 3/2009

It was resolved that labour provide the employer with lists of those employees who had completed the qualifying period for grade progression and had not progressed. A report will be given in the next meeting.

Members will be informed of developments.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER