

FOR PSA MEMBERS: COORDINATING CHAMBER OF PSCBC - LIMPOPO PROVINCE
(CCPLP)

06-10-2021

Update: Special CCPLP meeting

A virtual meeting took place on 5 October 2021 and the following issues were discussed:

Irregular expenditure incurred in paying accelerated pay progression, PMDS

Members should note that the employer tabled the matter during the meeting of 6 September 2021. During the presentation, the employer stated that the Office of the Premier and the Provincial Treasury implemented the incentive policy to employees in the 2015/16-financial year for performance cycles 2011/12, 2012/13, 2013/14 and 2014/15. Both Departments awarded accelerated grade progression to all employees who scored a rating of four or five during the said financial years. Furthermore the Auditor General found that the two Departments incurred irregular expenditure by awarding incentive pay progression to all employees who scored four or five and that the irregular expenditure must be recovered. Hence, the employer tabled the matter for discussion with labour.

The PSA and other unions noted the presentation by the employer, and it was then agreed that a labour caucus be held on 21 September 2021 and further that a special meeting be held on 5 October 2021 for providing feedback. During the meeting, the nominated representative from labour presented its position that it will not allow or give permission to the employer to deduct such overpayment amounts. The employer was reminded of the judgement between *PSA obo Ubogu and Gauteng Department of Health and others* where the Constitutional Court declared section 38 of the *Public Service Act* unconstitutional. Labour further made recommendations that the agenda item be dismissed from the Chamber and again warned the employer not to engage in unlawful acts or conduct by forcing employees to sign any acknowledgements of debts for the recovery of such overpayments.

The employer acceded to the demand that the Chamber does not have jurisdiction to handle the matter and that it should be removed from the agenda of the Chamber. Members are advised not to sign any acknowledgement of debt in this regard.

GENERAL MANAGER