

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT

05-10-2021

## Implementation of Clause 3.3: PHSDSBC Resolution 1/2009

Members would recall that upon robust engagement by the PSA, the the employer acknowledged that its incorrect interpretation of the said Resolution led to the Department's failure to recognise employees who duly qualified for grade progression. Subsequently, the employer embarked on an exercise to investigate and identify all employees who qualified for grade progression but were omitted owing to inaccurate interpretation. The employer had committed to conclude the verification process by the end of July 2021 but the said timeline was not met by the employer.

The employer issued *Circular 42 of 2021* on 30 September 2021, wherein it confirmed that the process of identifying qualifying employees was concluded and that individual letters were issued to affected employees. However, the employer has also invited those who might have been erroneously omitted or information incorrectly captured on their letters, to bring the matter to the employer's attention on or before 8 October 2021. Further, district offices and institutions are directed to submit verified and consolidated queries to the Provincial HRM on or before 15 October 2021.

Members are thus urged to diligently check their letters. Those who have not received such letters and are of the belief that they qualify and have erroneously been omitted, must ensure timeous submission of their queries to avoid being left out of the process. Member will recall that the PSA was at the forefront of this matter to a point that the PSA approached court because it believed in its correct interpretation and would want to see all qualifying employees benefit in accordance with the Collective Agreement.

For further information or to join the PSA, contact the PSA shop stewards: Nkhensani Maluleke at [Nkhensani.ny@gmail.com](mailto:Nkhensani.ny@gmail.com) / 072 325 6137 and/or Locan Bonisiwe Sibiyi at [Sibiyi.locs@gmail.com](mailto:Sibiyi.locs@gmail.com) / 073 029 7526 or the PSA Provincial Office on (015) 295 0500.

Members will be updated on developments.

GENERAL MANAGER