

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT

17-06-2021

Implementation: Clause 3.3 of PHSDSBC Resolution 1/2009

Members will recall that the employer incorrectly interpreted the Resolution, which led to the Department's failure to recognise employees who duly qualified for grade progression. This incorrect interpretation created a lot of animosity and caused employees more hardship and the PSA declared disputes of unfair labour practices. The employer requested the National Department to assist with the interpretation as the Resolution, particularly clause 3.3, was implemented differently across provinces. Upon receiving clarity and engagement with labour on 11 June 2021, the employer issued *Circular 27 of 2021* on 14 June 2021. The *Circular* provides for correct interpretation and the way forward.

According to the *Circular*, the correct interpretation of clause 3.3.2 of the Resolution is that accelerated grade progression is not consecutive but accumulative. Employees who obtain 4th performance score of 4 and 5 years on the same salary grade, would therefore qualify for grade progression. This implies that the 4th above average performance assessment (4) is a determining factor in that an employee would be eligible for accelerated grade progression anytime from the 6th to the 9th year on a specific grade. However, those obtaining 4th above average performance assessment (4) or a combination of fully effective and above average performance assessment on the 10th year, would automatically grade progress to the next higher grade.

The Department has embarked on a process to identify all employees who qualified for grade progression according to the correct interpretation and those who progressed on the 10th year instead of 6th to 9th year owing to incorrect interpretation. It is estimated that the process of verification will be concluded by 31 July 2021 and the outcome of the verification will be communicated.

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

Members will be updated on developments.

GENERAL MANAGER