



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT

18-01-2022

Implementation: PHSDSBC Resolution 1/2009 – Occupational-Specification Dispensation (OSD) for Social Services Professionals and Occupations

Members will recall that the PSA has been engaging the employer to implement PHSDSBC Resolution 1/2009 where the employer was adamant that it has correctly implemented the same and is blaming the PSA for failing to properly interpret the Resolution. Subsequently, the PSA declared a dispute with the PHSDSBC for the interpretation of the said Resolution for above-average performance assessment. The PSA proved during the arbitration that the employer was interpreting the Resolution incorrectly, however the employer was adamant that it is interpreting correctly. Sadly, the Commissioner who presided during the arbitration incorrectly ruled in favour of the employer, forcing the PSA to approach the court to review the award.

After a series of meetings, the employer finally saw the light and acknowledged its error in interpreting the Resolution and engaged labour to resolve the matter. The employer obtained approval from Treasury and employees were paid R71 566 000 (first phase) and R6 793 062 (second phase) for accelerated grade progression. The PSA is happy to announce that affected members were paid what was due to them. If the PSA did not persist that qualifying members should be paid, the employer would have not complied with the Resolution. Members received their payments backdated from the year they qualified as far as back as 2013. The PSA will continue its efforts for members where there is unfairness.

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

Members will be updated on developments.

GENERAL MANAGER