

Feedback: Limpopo GPSSBC Special meeting

A virtual meeting took place on 30 July 2021 and the following issue was discussed:

Non absorption: Library employees

Members will recall that a task team was established to engage with the HOD where a meeting was scheduled for 21 July 2021. The meeting took place, and the special Chamber meeting was scheduled to receive the report. The task team reported that Treasury approved employment contracts for 12 months, therefore all contracts will run until November 2021. Further, the process of absorption will not be pursued, instead the Department will proceed with the conversion of the positions from temporary to permanent. The organisational structure will be amended where such must be approved by the Executive Authority. Upon the approval of the structure, the Department will put in motion the recruitment process in accordance with the recruitment policy. The Department is aiming at the approval of the structure around September 2021, whereafter posts will be advertised and interviews conducted in October 2021. The successful candidates will be appointed in November 2021. However, should the process of the structure approval be delayed and causing the contract to come to an end while the process is incomplete, the extension of the contract will be considered.

The report was noted by the Chamber and labour requested that the employer must ensure that requirements are not set unnecessarily higher than it should be to deliberately exclude candidates who would have qualified. Further, it was requested that the posts be advertised internally first and only external upon failure to get suitable candidates. The employer noted the request and assured labour that HR prescripts will be followed.

The PSA urges shop stewards to ensure that they are actively involved in the recruitment process in advancement of fairness and justice in the workplace.

Members are advised to forward work-related problems to queen.seema@psa.co.za or Whatsapp on 076 983 9852. Members will be informed of developments.

GENERAL MANAGER