

PMDS 2019/20

The Department of Social Development in the Northern Cape has opted to renege on its commitment to the Chamber of the PHSDSBC in the Province by paying respective qualifying employees their well-earned incentives for the 2019/20-financial year.

In an Internal Memo dated 17 February 2021, the HOD cited budgetary constraints as the cardinal reason for not incentivising employees. The PSA views this as an attack on its members, given the current state of the economy and the lack of an increase in salary owing to a failed bargaining process regarding the increase in salaries of public servants.

The PSA will declare a collective dispute and have the matter arbitrated formally as this unilateral decision by the employer is seen as malicious and disingenuous towards employees of the Department. The matter has been referred to Council on behalf of members and conciliation is scheduled for 17 May 2021.

The PSA also attended to a matter referred for conciliation on mutual interests related to the unilateral implementation of an HR Plan and organisational structure, which took place on 6 May 2021. Members will be informed on possible strike action as a result of not being able to reach conciliation. Members can contact Russle Bindeman at 082 883 7563 for any queries.

GENERAL MANAGER