

Update: Department of Social Development

A meeting between labour and the Department was held on 4 June 2021 and the following were discussed:

PMDS

Concerns were raised of employees submitting poor half-yearly and annual assessment forms. Training has been arranged, except for Boikagong officials, which will still be offered. Labour also requested the employer to provide outcome letters for the PMDS cycle 2019/20.

OSD

Labour requested verification of deductions on the Persal system for OSD implementation and for training to be provided for HR officials on the correct implementation in respect of Resolution 3/2019.

Recruitment and appointments

Confirmation was given that most vacant posts were advertised, and shortlistings have been done. Labour requested for invitations at least five days before shortlisting takes place.

Overtime

Labour raised the issue of partly-paid officials working overtime at the beginning of the lockdown. The employer undertook to rectify and it was agreed that in future the employer will draft an overtime plan prior to officials working overtime.

OHS compliance

Committee members received training and OHS appointment letters. There is a decongestion team trained and fumigation is done regularly. Inspection of all Ngaka Modiri Molema District offices will take place and OHS coordinators will consolidate inspection reports for reporting at the next meeting. Labour requested that decongestion should be observed to curb the spreading of the Corona virus, and that COVID-19 regulations be posted on the notice board for all officials to have knowledge of these. The employer confirmed that PPE is distributed on a quarterly basis.

Boikagong Child and Youth-Care Centre

Feedback was provided that renovations at the Centre were disrupted by the community. It was confirmed that the Centre will not re-open in October 2021 up until the project is finalised. A task team,

comprising of employer and union representatives, will be established to do inspections before the re-opening.

For further enquiries, members can contact zhulfa.graaff@psa.co.za or the shop steward, portiadiole@nwpg.gov.za.

GENERAL MANAGER