

FOR PSA MEMBERS: EASTERN CAPE DEPARTMENT OF SOCIAL DEVELOPMENT

08-08-2024

## Feedback: Bilateral meeting with the office of the HOD

The following were discussed at a bilateral meeting with the EC DSD office of the HOD:

### Occupational Specific Dispensation (OSD) report for Social Workers Auxiliary workers

Members would recall that in 2023 the Department of Social Development filed court papers with the intention to declare its decision taken between 2011 and 2014, invalid. The Social Workers and Social Auxiliary workers were grade progressed to Grade 2 without meeting the requirements for this grade progression, which resulted to fruitless expenditure. The department reported that the court has not yet issued a court order for the first application. It was further reported that there is a new application that is directed to Social Workers as the first application was only for Social Auxiliary Workers. The PSA noted the report with concern since the department could not commit as to when the qualifying employees will be paid. Members who have 10 years and more are still encouraged to lodge grievances as this is the only solution for their OSD payment. Further, employees who are perceived to be owing the department will receive letters from the debt recovery section informing them of their debt and method of payment. Once such letters are received members are advised to consult the **PSA IMMEDIATELY** for advice.

### Organisational structure

It was reported that the draft organisational structure is receiving attention at the office of the MEC, and the departmental task team awaits feedback from the Office of the MEC. The PSA noted the report.

### Tools-of-trade

The PSA expressed dissatisfaction with the way tools of trade are distributed since there is no policy and there is a lot of favouritism in the distribution of cellphones and laptops. It is worth noting that the department in a meeting on 18 December 2023, denied the existence of such a policy. The contradicting messages regarding the existence of the distribution of tools of trade policy left the PSA astonished and a request was made for a copy of the policy.

For clarity relating to the above, members are encouraged to email [Samkelo.mzuku@psa.co.za](mailto:Samkelo.mzuku@psa.co.za); [Kenneth.qikani@psa.co.za](mailto:Kenneth.qikani@psa.co.za) and [Zingisile.mgxaji@psa.co.za](mailto:Zingisile.mgxaji@psa.co.za).

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