

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE (DPWI)

31-05-2024

Feedback: Limpopo DPWI MANLAB meeting – 23 May 2024

The following matters were discussed:

Management Labour Consultative Forum year plan 2024/25

A schedule for the Provincial Office and five Districts was discussed and adopted. The dates of the MANLAB meetings are 30 September 2024, 9 December 2024, and 25 March 2025.

Feedback: Job descriptions

The Task Team on which the PSA is represented reported that approval of the maintenance plan by the Director-General was awaited. The plan would address around 47 identified dilapidated buildings. The action plan is envisaged to commence in June 2024.

Allocation of tenants to residential houses

Management reported that monthly District Housing Committees were being held where labour was invited as agreed to in the previous meeting. The Department will report on the strategies it is embarking on regarding the prioritisation of maintenance on houses to make these attractive to prospective tenants.

Non-implementation: PSCBC Resolution 3/2009

It was resolved that labour would provide the employer with lists of employees who had completed the qualifying period for grade progression, which had not been finalised. Affected members are urged to urgently furnish Deidre Reynecke at the PSA Provincial Office: Polokwane with information. A report will be presented in the next meeting.

Statutory committee reports

The PSA had requested that the names of committee members in each district and head office be provided for the OHS, Skills Development and Employment Equity Committees, along with the minutes of all meetings of the previous financial year. Management acknowledged the following:

- **OHS Committee** – exists but does not function in Sekhukhune and Capricorn Districts.
- **Skills Development Committee** – functional, but the committee at Provincial level is not complying with the 1%-skills development levy owing to budget constraints. The PSA is alarmed at the fact that

the employer has failed to pay the levy despite its legal obligation to do so. Management undertook to address the issue and report in next meeting.

- **Employment Equity Committee** – functional and quarterly statistics as well as status on excess employees in each district were presented.
- **Transport Committee** – only at Head Office and functional.

Tools of trade

Management provided a comprehensive report of laptops, cellphones, and government vehicles that were recently procured or are in the process of being procured. Labour pleaded that management should procure vehicles suitable for the roads in especially rural areas of the province. Grass cutters, graders, and concrete mixers are in the process of being procured. There is a shortage of printers, which is receiving attention.

Irregularities in recruitment and selection processes

The PSA submitted that there are many incidents regarding irregularities in recruitment and selection processes that were reported to the Office of the HOD without response. The most recent being in the advertised post of Foreman Cleaner and Groundman in Sekhukhune (Post No 4/3/3/58), and the fact that Mopani district had failed to invite the PSA to observe in the shortlisting of four posts yet was invited to attend interviews despite Policy providing that unions must be invited to observe the shortlisting process. The PSA appealed to management to respond to its enquiries as this would minimise grievances and disputes.

Members will be informed of developments.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER