

Feedback: Limpopo Coordinating Chamber of PSCBC meeting - 12 August 2024

The following matters were discussed:

Filling of vacant posts: Clause 8.2.3 of Resolution 1/2018

The employer presented the second quarter report from April to June 2024 in terms of the vacancy rate for all Departments. The current vacancy rate is 7.53%, compared to 7.61% in the previous quarter. The PSA will continue to monitor the matter.

Dilapidated buildings: Health hazards and safety risks

The Task Team on which the PSA is represented, was not able to provide a written report and the agenda item will be dealt with in a special Chamber meeting.

Departments to stop forcing drivers to undergo competency driver testing

Labour tabled the matter in the Chamber, indicating that the employer is forcing employees to undergo competency driving tests and was of the view that it is not in the employer's mandate to compel employees to be retested in this regard. The employer responded that the Head of Department has the power to authorise an official or employee to drive and must satisfy him/herself that any incompetence or doubtful ability on the part of such official is not of such a nature as to pose a safety risk to the state in terms of clause 9.3 of *Circular 4 of 2003*, clause 4.5 of the *Government Motor Transport Handbook*. No comments or inputs were received from PSA members, as requested in the previous *Informus*. The matter was removed from the agenda.

Departments to establish occupational health and safety (OHS) committees

It was previously reported that Labour was concerned about the employer's failure to ensure that OHS committees are established where committees do not exist. The employer reported that OHS committees have now been established in the Department of Corporate Governance, Human Settlements and Traditional Affairs as well as in the Department of Education. The employer reported that such a committee still needed to be established at the Department of Health (Head Office). The matter remains on the agenda for reporting of issues identified by committees that affect the health and safety of public servants, including dilapidated buildings.

Non-compliance with Resolution 1/2002: Payment of acting allowance

In the previous meeting, labour was requested to provide details of members acting in higher positions under the pretense of rotation for purposes of skills transfer, but who are being denied the payment of an acting allowance. The employer was of the view that job rotation is a mechanism whereby employees obtain skills and competencies. The employer is investigating claims submitted by labour and the matter will be dealt with in a special Chamber meeting.

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