

Feedback: Coordinating Chamber Meeting of Limpopo PSCBC - 25 May 2024

The following matters were discussed:

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

The employer presented the first quarter report from January to March 2024 in terms of the vacancy rate for all Departments. There is an increase in vacancies compared to the previous report, however, the employer is filling critical posts on a continuous basis. The current vacancy rate is 7.61%, compared to 7.78% in the first quarter. The PSA will continue to monitor the matter.

Dilapidated buildings: Health hazard and safety risk

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

Amendment: Provincial Human Resources and Development Policy Manual

Members are aware that the employer presented amendments to the policy for consultation. The amendments aimed to align bursaries given to “unemployed bursars” with those given to employees. Previously employees who were given bursaries did not have the same benefits as unemployed bursars. In terms of the amendments, employees will now qualify for the same benefits, for example, prescribed books, connectivity/data bundles, examination fees, meals, transport, and accommodation and they would no longer be disadvantaged. The amendment was supported by labour.

Departments to stop forcing drivers to undergo competency driver testing

Labour tabled the matter in the Chamber 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 Government Motor Transport Handbook). The employer further indicated that in terms of regulation 79(2) of the *Road Traffic Act, (Act 29 of 1989)*, where necessary, an

official or employee can be subjected to a retest at state expense. Labour will respond to the presentation by the employer in the next meeting. Members are encouraged to provide input or comments to deidre.reynecke@psa.co.za on or before **21 June 2024** to enrich the response.

Departments to establish occupational health and safety (OHS) committees

Labour reported that the employer must ensure that OHS committees are established and trained to ensure functionality and is concerned that in some departments such committees do not exist. The employer responded that all departments appointed OHS committees except for the Department of Corporate Governance, Human Settlement and Traditional Affairs as well as the Department of Education where an OHS committee is appointed but is inactive at provincial and district levels. This matter remains on the agenda as the employer is still consolidating its reports and will report in the next meeting.

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

Labour submitted that there are still many instances where employees are 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. Labour was requested to provide more information in the next meeting and members acting without compensation can alert Deidre Reynecke.

Draft Limpopo Government Motor Transport Handbook

The employer will circulate the document and make a presentation in the next Chamber meeting to be held on 12 August 2024 for discussion.

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