



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - LIMPOPO**

10-02-2025

Feedback: Limpopo special CCPLP meeting - 31 January 2025

Members will recall that there was a meeting on 6 December 2024 and most of agenda items were deferred to the next meeting owing to time constraints because of the Annual General Meeting that took place prior to the meeting, therefore the special meeting was held on 31 January 2025 and the following matters were discussed:

Dilapidated buildings

The task team on which the PSA is represented once more presented comprehensive reports on findings following *in-loco* inspections in various departments in the province. The report was appreciated. It was agreed that the employer must form an occupational health and safety (OHS) committee represented by all departments to work hand-in-hand with the existing task team. Organised labour furthermore requested the employer to train the OHS committee. The matter will remain on the agenda as dilapidated buildings are a burning issue in Limpopo and for the task team to report on findings and progress.

Draft Limpopo Government Motor Transport Handbook

In the last meeting the employer presented the matter and requested that the policy be sent to Treasury for approval. Organised labour acknowledged the report and requested the approved policy to be forwarded to the Secretariat to share with parties and the matter will be removed from the agenda.

NEW MATTERS

Abuse of power by the employer

Organised labour indicated that the employer is abusing its powers when appointing employees to act in higher posts without compensation in the form of allowance upon an employee completing six weeks acting in such higher post. Clause 3.1.2 of Resolution 1/2002 states that an employee appointed in writing to act in a post of a higher grade will be paid an acting allowance. It was indicated that the employer is trying to avoid paying employees acting allowances as they only act for five weeks and on the sixth week, it appoints a new employee to act. Employers are making sure that all employees are rotating on acting instead of appointing one person and paying an acting allowance. Employers will have a bilateral meeting with organised labour to determine the gist of the matter and the item will remain on the agenda.

Implementation: New Job Evaluation and Grading System in Public Service

The item was sponsored by the PSA, with the background that on 1 June 2024, the DPSA issued a directive that an automated compensate-evaluate job evaluation and job grading system for the Public Service will be implemented going forward and that the date of implementation of the new system was on 1 August 2024. The PSA is aware that the employer has conducted training for Human Resources employees on how the new job evaluation and grading system will be implemented. Departments are, however, now awaiting clarity and approval from the Office of the Premier to commence with job evaluation on the system. The employer noted the concern of labour and will respond in the next meeting.

Review: Provincial parking tariffs

The employer proposed reviewing parking tariffs for implementation with effect from 1 April 2025. The matter relates to the provincial parking bays policy that was endorsed by the executive authority as per EXCO Decision No 46 of 2008, which introduced parking fees as a new source of revenue. According to the employer, the benchmarking in Limpopo is still far behind in terms of parking tariffs. Parking fees of R25 will be increased to R31, R40 to R50, and R80 to R100. Organised labour requested the employer not to implement the increased parking fees and be given a chance to consult with their members. The matter will be presented again at the next meeting.

Proposed amendments: Rental management policy

The Department of Public Works, Roads and Infrastructure is responsible for ensuring proper upkeep of properties by doing maintenance, renovation and ensuring that the state collects rental revenue and the use of these properties. The employer is reviewing the rental policy and indicated that each district will establish an allocation committee comprising of one official from each district and a union representative. The final document will be shared with organised labour. The matter will be deferred to the next meeting.

Members will be informed of developments.

The PSA will do everything in its power to 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 acting PSA Provincial Manager at phillip.maponya@psa.co.za.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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