

## Feedback: CCPECP Chamber meeting - 26 November 2021

### Filling of vacant, funded posts

The employer gave a report as of 25 October 2021 on the filling of vacant, funded posts in Eastern Cape Provincial Departments. It was regrettably noted and raised by labour that 32% (average) of vacant funded posts have been filled, and the filling of these posts took an average of eight months. Labour indicated that these stats are unacceptable and that the employer needs to address these issues as a matter of urgency. A progress report must be provided at the next Chamber meeting.

### PSCBC Resolution 1/2019 implementation: Transfer of Early Childhood Development from Department of Social Development (DSD) to Department of Basic Education (DBE)

An update report was provided by the Provincial Task Team (PTT) via the Chamber Secretary that is overseeing the implementation process. This report basically confirmed the following processes completed:

- Employees involved have been identified and criteria for this process were adopted by the PTT
- The employer's budget has been amended and the relevant posts have been "ring-fenced"
- There are, in total, 73 employees involved
- Both Departments (DSD and DBE) are ready for the shift to proceed

### Private attorneys in disciplinary hearing

Labour raised concern that the employer is making use of private attorneys to represent it in disciplinary hearings, which is contrary to the Disciplinary Code. It causes unnecessary expenses, while each Department has its own labour relations section that can perform these duties. The employer undertook to send a memo to departments, requesting them to stop with this practice.

### Non-compliance with grievance procedure

Labour raised concern relating to non-compliance with the grievance procedure, especially related to time frames. The employer agreed with labour and undertook to give compliance the immediate attention it deserves.

Members will be informed of developments.

GENERAL MANAGER