

Feedback: PSCBC Chamber

Provincial PMDS

The employer presented an updated report on PMDS for 2020/21, as well as performance agreements for 2020/21. According to the 2019 Incentive Policy Framework, performance bonuses will be reduced per year until the 2021/22-performance cycle. Labour raised concerns that some departments are well ahead with their annual assessments whilst others have not yet started with moderations. It was requested by the PSA that the report includes reasons for non-assessments and the total outstanding cases in each Department. In terms of the performance agreements, labour also raised concerns that the statistics provided clearly shows that management prioritise themselves when it comes to the submission of performance agreements assessments and that this should change. Parties agreed that the next report will include the suggestions of labour, as mentioned above.

Resolution 1/2007

The employer presented a report on the Resolution. The overall vacancy rate in the Province stands at 16.3%, which is still above the DPSA norm. It was reported that there is a total of 2 540 unfunded, vacant posts in different departments. The employer reported that the unfunded posts on the structure contributed largely to the slow recruitment drives owing to the COVID-19 pandemic and the work-from-home situation. Labour urged the employer to call on departments to fill these posts since it has an impact on acting allowance and overtime payments.

Implementation: PSCBC Resolution 1/2019 – Transfer of Early Childhood Development function from Department of Social Development to Department of Education

A Task Team was established to deal with this issue. It was reported that three meetings were already convened. Labour requested a list of all affected officials and parties agreed that the list will be made available as soon as possible and that the consultation plan will be provided.

Parties agreed that all items will remain on the agenda for reporting purposes. Members are welcome to call the office for further clarity on the issues discussed.

GENERAL MANAGER