

FOR PSA MEMBERS: **NORTHERN CAPE PUBLIC SERVICE COORDINATING BARGAINING COUNCIL**

21-06-2022

Update: Coordinating Chamber of PSCBC - Northern Cape Province (CCPNCP)

As members are aware, the ending of the State of National Disaster precipitated the need for physical Chamber meetings as well. The CCPNCP held the first physical meeting on 15 June 2022. The following agenda points were discussed:

List of shop stewards/union representatives serving in Northern Cape

The matter was removed from the agenda as all unions have submitted their list of shop stewards in the Northern Cape.

Implementation: PSCBC Resolution 1/2019 – Transfer of Early-Childhood Development (ECD) from Department of Social Development to Department of Basic Education

The employer presented a report, supposedly from the Provincial Task Team. Labour rejected the report as the employer started the process with labour only to proceed and generate a report without dealing with issues that were raised during engagements. Issues raised included complaints about posts and personnel transferred from DSD to DBE. Labour made an example of only one post with one individual in a district with over 100 registered and funded ECDs. There is a significant number of registered but unfunded ECDs in the same district and to have only one person attending to those is impossible.

Draft policies

There were three draft policies to be presented to the CCNCP Chamber but only one was presented, namely the Employee Performance Management and Development System (EPMDS) Policy. This policy came into effect on 1 April 2022. Owing to CCNCP meetings that failed to sit earlier, the employer presented a signed EPMDS Policy. Labour accepted the policy (document available on request). The two other policies that were not discussed are the Resettlement Policy and the Job Evaluation Policy.

Public-sector salary level one and two eradication

The agenda point was removed as it is a National Competency. Members are advised to obtain the current tabled demands from the PSA Provincial Office in Kimberley.

PSCBC Resolution 1/2007 (point 14.1.14): Filling of funded, vacant posts

The employer presented a report, which indicated that some Departments are not compliant. However, labour appreciated that because of the Organisational Design program, the functional structures will differ from the ones that were in place before. The matter was left on the agenda for a further update.

The following points were not discussed for an array of reasons, including the absence of the legal services of the employer to interpret figures on the presentations, and the absence of some employer representatives not attending task team meetings. These points, which remain on the agenda of the Chamber, are:

Workshopping of PSCBC Resolution 14/2002; current vacant positions and savings from unfilled vacant posts; occupational health and safety terms of reference; services that have been outsourced and the cost of such services; amounts indicated by the Auditor-General to be fruitless and wasteful expenditure for 2018/19; and amounts spent on labour cases such as litigations from January 2015 to June 2020.

For more information, contact the PSA Provincial Office on (053) 839 1000.

GENERAL MANAGER