

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

09-10-2024

Feedback: Co-ordinating Chamber of the Eastern Cape Province (CCPECP) meeting - 1 October 2024

The Chairperson welcomed the parties to the chamber and condemned the brutal killing that left 18 people dead in Lusikisiki, thus expressing condolences. He welcomed the fuel reduction from 2 October 2024 and reminded the parties of the raging scourge of unemployment, poverty, and high inequality. The meeting discussed the following:

Provincial Human Resource Status Report

- **Persal vacancy rate** - improvement in the filing of vacant funded posts. An example of the Office of the Premier (OTP) which had a 7% vacancy rate by March 2023 had no vacancies by June 2024 except for the Department of Health which reported 0 vacancies in March 2023/24 but grew the vacancy rate by 7% by June 2024. The report praised the Department of Education which reduced its vacancy rate from 67 % vacancy and moved to 10% by June 2024 because of the drive to fill the posts in this sector.
- **Turnover rate** - because the employee movement either by death, resignation, contract expiry, dismissal or retirement led to a decline in the turnover rate by below 5%.
- **Equity status** - improvement in the representation of women in the SMS positions by 49% except for the Department of Human Settlement (DHS) which reached 50%.
- **Employees with disabilities (PWD)** - only 6 departments met the 2% target for PWD whilst others remained at 0,4%. The employer made a plea with labour to encourage the employees to disclose their disability status.

Labour noted the report and submitted that the report is selective and requested the employer to provide a detailed report on the turnover rate. Looking at the Service Delivery Model and Organisational Structures, labour enquired if there were any employees declared in excess or displaced and sought to know how the employer dealt with those. Further, labour submitted that the non-filing of vacant posts puts a burden on the employees who perform additional functions because of this. Labour condemned the employer for failing to act with speed in finalising the issues of misconduct where employees are placed on prolonged precautionary suspensions. The Chairperson appealed with labour to consider not conducting their caucus meetings on the eve of the chamber meeting to allow the employer adequate time to respond to the clarity-seeking questions and allow the chamber to focus on decision-making. The

employer requested that the questions be forwarded to them through the Secretariat to allow accurate responses. Labour agreed to the proposal.

Occupational Health and Safety Report

The employer gave a background that the matter sought to understand the functionality of structures and regularities in which the Occupational Health and Safety committees met. The employer reported that the office of the Premier, Community Safety, Department of Economic Development, Environmental Affairs and Tourism, Department of Sport, Recreation, Arts and Culture, Department of Cooperative Governance and the Department of Traditional Affairs, Department of Public Works and Infrastructure, Department of Health are within their term of office. The employer reported that the report was reported in June 2024, and they undertook to avail the updated information on the status of the Department of Transport, Department of Human Settlements and Provincial Treasury in the next meeting. Labour noted the report and indicated that the report is not assisting as members are affected by serious OHS contraventions by the employer. Labour requested that the draft resolution on OHS be forwarded to the PSCBC for ratification. It was resolved that the draft resolution be recirculated to the parties to seek fresh mandates and amendments, and once that is done, the matter will be presented to the PSCBC for ratification. Members are requested to peruse the draft resolution on OHS and submit their inputs by **10 October 2024** to zizipho.shukuma@psa.co.za.

Members will be kept informed of the developments.

Reuben Maleka
GENERAL MANAGER