



# INFORMUS

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

14-11-2024

## Update: CCPGP (Coordinating Chamber for PSCBC - Gauteng Province)

### Conditions of provincial government buildings

The PSA wishes to update members on ongoing issues surrounding the deplorable condition of buildings accommodating Gauteng Provincial Departments, as raised in several previous *Informus* communications. For the past two years, the PSA has actively engaged the employer on this matter, highlighting the unacceptable state of many of these facilities. At one point, the PSA involved the General Secretary of the PSCBC to emphasize the gravity of the situation. During a recent meeting, the employer was required to provide an updated report on the condition of these buildings and outline measures taken to protect employees. Regrettably, the employer once again fell short. The report presented contained outdated compliance notices, with most information referencing notices from as far back as 2015 and 2018, rather than reflecting the current state of these facilities. Additionally, the report inaccurately labelled several buildings as being in full compliance and in good condition, despite these locations being under prohibition orders from the Department of Employment and Labour. The PSA raised significant concerns regarding these inaccurate reports and demanded that a properly updated report be submitted before the end of December 2024. A special meeting will be arranged to review this updated information.

### Performance Management and Development System (PMDS) report

On the PMDS report, the employer once again failed to meet expectations, having been tasked to provide organised labour with a detailed evaluation status for each department. Instead, the report presented indicated in 13 out of 14 departments the evaluation process was still underway. The PSA rejected this report and demanded that a comprehensive, detailed report be submitted in a special Chamber meeting scheduled before the end of December 2024.

### Provincial Macro-Organisation of Government (PMOG)

With respect to the PMOG, which involves the reorganisation and transfer of functions across departments, the employer provided only limited information on which functions and sections would be affected. The Province stated that it would establish departmental workstreams to engage organised labour and ground-floor shop stewards in the reorganisation process. Shop stewards contacted by various employers are encouraged to liaise directly with the PSA Provincial Office to streamline this process.

### **Project *Nasi Ispani***

Members will recall that the Gauteng Premier announced an initiative in 2023 to create 32 000 jobs for the youth, launching a recruitment drive. At the time, the PSA expressed concerns about funding and the process's execution. The employer has now delivered a closeout report, indicating that only 2 322 of these positions were filled, and the project has been discontinued.

Reuben Maleka  
GENERAL MANAGER