

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

04-12-2023

## Update: Northern Cape CCNCP Chamber meeting – 30 November 2023

Members will recall from *Informus* of the CCNCP Chamber meeting held on 14 September 2023, that it was announced that the next meeting would be held on 27 November 2023. The CCNCP Chamber took place as planned and the following matters were discussed:

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

The employer presented a report on developments around staff from the DSD who were transferred to the DBE. The report indicated that there were only two officials still outstanding as they did not meet the requirements. Their job description did not constitute any functions of the ECD, but DSD would retain them as employees. Labour accepted the report, on provision that no employee will lose their jobs because of the transfer process. Members at DSD are advised to contact the PSA Labour Relations Officer, Eugene Louw, on 076 289 2849 should there be challenges with their transfers and placements.

### **PSCBC Resolution 1/2007: Filling of funded, vacant posts**

The employer presented a report that was incomplete, as two other Departments did not supply the necessary information. Labour rejected the report and demanded that the office of the Director-General of the NC and the Heads of Department (HOD) Forum be involved in enforcing provisions of PSCBC Resolution 1/2007. Labour indicated that should the situation not improve, it will exercise its right in law *i.e.*, declare a formal dispute on the matter.

### **Workshopping of PSCBC Resolution 14/2002**

The employer reported that workshops have started at the Department of Sports, Arts and Culture, which was the worst Department in handling grievances. Labour accepted the proposed program to extend these workshops to all districts of the province. PSA shop stewards are encouraged to observe and attend the following planned works:

- February 2024: Springbok, Calvinia, and Upington

- March 2024: De Aar and Kuruman
- April 2024: Kimberley

Exact dates will be communicated via a PSA's *Informus* once agreed upon.

### **Occupational health and safety terms of reference**

The employer reported that the terms of reference of occupational health and safety have been signed. Members can obtain the signed terms on request in their respective Departments. Labour accepted this report.

### **Current approved structures of each department and personnel costs/compliance by provincial departments with 2016 directive**

The employer reported that it had not been able to receive feedback from the Director-General (DG) of the NC. In the previous meeting, the employer had committed to write a letter to the DG's office because of failure by some Departments to furnish the Chamber with developments around their structures. The employer further reported that the Department of Health had obtained "concurrence without conditions" for its structure from the Department of Public Service and Administration. Labour raised objections to this report as there was a bilateral meeting scheduled for 27 November 2023 at 14:00 on the health structure. Labour indicated that it would declare a dispute at the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC). Members will be informed on the dispute once it is declared.

### **The following agenda points were not discussed for lack of comprehensive reports:**

- Amounts indicated by the Auditor General to be fruitless and wasteful expenditure for the financial year 2018/19.
- Amount spent on labour-related cases, such as litigations, from January 2021 to June 2019. The report must give a yearly breakdown of such amounts.

### **Services that have been outsourced and costs of such services**

The employer introduced a report that security personnel are insourced and centralised at the Department of Transport, Safety and Liaison. Already there were 66 security officials who have been insourced and the process continues. Labour welcomed the initiative.

The next CCNCP Chamber meeting will be held on 14 March 2024.

Reuben Maleka  
GENERAL MANAGER