

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)  
NORTH WEST**

04-12-2024

## Feedback: PSCBC North West Chamber Meeting – 29 November 2024

The following agenda items were discussed:

### Provincial PMDS report

The employer presented a performance management development system distribution curve for the 2023/24-performance cycle. The employer indicated that Departments complied with the PMDS policy, except for the Department of Education, and the employer requested an opportunity to review the situation in the Department. Labour agreed to allow the employer to review the situation and report the outcome in the next chamber meeting scheduled for 20 March 2025. The employer further highlighted that it would investigate assessments that are submitted after 31 May of each performance cycle to assess reasons for the late submission to ensure that fairness prevails. Labour agreed with the employer.

### Report on Resolution 1/2007

The employer presented a report on the state of compliance with the vacancy rate in Provincial Departments for October 2024. The employer indicated that it would continue advising Departments to lower delegation on appointment matters and refrain from using unfunded posts on the establishment. The employer further mentioned that it would prioritise the advertisement of vacant posts on a massive scale in line with service delivery and strategic imperatives of Departments. The employer also mentioned that it would compile realistic recruitment plans for prioritised positions in line with legislation and prescripts governing appointments in the public service with clear targets and report such progress to the Office of the Premier monthly. Labour agreed with the employer and requested the employer to report on progress made in the meeting scheduled for 20 March 2025.

### Provincial Remote Working Policy

The employer requested labour to provide inputs on the policy and submit these to the Chamber Secretariat seven working days before the next meeting. Labour agreed to submit inputs to the Secretariat.

Reuben Maleka  
GENERAL MANAGER