

**MEDIA RELEASE**

**Eastern Cape Government working with social partners to improve service delivery**

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A dialogue session was held on 1 November 2019 between the Premier of the Eastern Cape, EXCO members and labour in East London to discuss the improvement of service delivery to the people of the Eastern Cape.

The PSA that represents more than 240 000 public sector employees raised the Union's concerns about various issues relating to the conditions of service of these employees in the Eastern Cape. The issues include the threat by government to "freeze" public servants' salaries and to even consider reducing their salaries. Also, of concern is the intention by government to reduce the number of public servants while existing vacancies are not being filled and placing an extra burden on existing employees.

The PSA also raised the poor state of government buildings, including health and safety issues not being adhered to by the employer. The use of legal representatives by the employer in disciplinary hearings causing unnecessary costs for government was also highlighted.

As far as collective matters are concerned, the PSA raised the poor commitment of the employer towards the Bargaining Chamber during collective bargaining as well as the inconsistent application of discipline for various labour organisations. In addition, there is concern about the absence of mandates by the employer when attending conciliation hearing disputes as well as the employer's non-compliance with the grievance procedure applicable to public servants.

Following the dialogue, parties will be provided with a Declaration for signature with the belief that it will define the roadmap towards the restoration of engagement between labour and government as a commitment to service, act in the best interest of communities, foster good working relations with organs of state, and reinforce the integrity of unions and the government.

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