

## Feedback: Special Departmental Bargaining Chamber

### Staffing level, human resource costs and other expenditure

The PSA requested the employer to provide information pertaining to the staffing levels of the current approved structure, outsourced services and the cost thereof, amounts spent on labour-related cases and fruitless and wasteful expenditure identified by the Auditor-General. The employer indicated that according to its approved structure, there are 436 posts, 50 posts are vacant, and 30 posts are in the process to be filled within the next six months. 21 of the vacant post fall under level 12 and below and 9 vacant posts are SMS level. The vacancy rate is currently at 10.5%

The employer indicated that employee health and wellness programme and job evaluation functions were outsourced. The employee health and wellness programme costed R600 000 and the job evaluation function costed R300 000. The PSA noted the report but is of the view that such human resources functions should be in-sourced, so that the employer could reprioritise the savings.

The employer reported that the labour-related cases per year for a period of five years costed R36 000. The PSA noted the report but requested that the employer to provide a breakdown of all labour-related cases for this period, so that a proper assessment can be done.

The employer reported that the Auditor-General identified R2 million as fruitless and wasteful expenditure for this financial year. The employer indicated that the finding was as a result of an information technology project, called PAKISA, that was never rendered by the service provider. The PSA finds the report disturbing and unacceptable as the taxpayers' money was wasted. The PSA is of a view that such expenditure could have been used to cover other responsibilities such as personnel costs.

### Inconsistency in advertising departmental vacant posts

The PSA observed that the employer was inconsistent in advertising departmental vacant posts and requested reasons for this. The employer denied this and explained that it was the responsibility of the line manager to identify post to be advertised as per the operational requirements of the Department. However, the employer will request its human resources management to provide labour with a plan of action for the advertisement of posts in the next financial year.

### Recruitment and selection policy (clause 9.8.9).

The PSA requested the employer to consider including the labour as observers during the recruitment and selection processes for SMS level. The employer noted the request and indicated that it will seek a mandate from its principals and provide feedback at the next DBC meeting.

Ivan Fredericks  
GENERAL MANAGER