

## Update: Feedback from DBC

### Filling of posts

The PSA previously raised a concern that the employer is not filling vacant positions. The employer reported that it recently implemented an aggressive recruitment project that resulted in the filling of numerous positions. The current vacancy rate is 6.66% with a total of 138 vacant positions. The employer indicated that it committed to fill vacancies as and when these become vacant.

### Probation

The PSA previously requested from the employer a list of employees who are still on probation even though the prescribed time has lapsed. It is the PSA's position that all employees who have completed 12 months must have their appointment confirmed. The employer indicated that it will provide a report at the meeting.

### Typists and job evaluation exercise

The PSA previously requested that a job evaluation be undertaken for the occupational category Typist. The employer reported that it has prioritised Typist and all core positions. It also reported that the job evaluation exercise was concluded, and a memorandum was submitted to the Secretary General for sign off. The employer will report the outcome of the job evaluation once it is signed off.

### Bad or unfair treatment: Cape Town High Court and Bisho

Members are aware that a task team visited these Courts earlier in the year. The employer committed to implement the action plan for Cape Town that was developed by the task team. An investigation is underway to determine which items in terms of the action plan were implemented and which are still to be implemented. Parties will then look at available dates to visit the Court again to assist with the finalisation of the plan and ensure that monitoring takes place regularly. Parties agreed that a further meeting needs to be scheduled for Bisho as the previous visit was interrupted by the employer. A date will be determined in due course.

### Safety concerns: Polokwane High Court

Members complained that the Court poses a serious health and safety concern for them. The employer reported that after an investigation it was found that the building needs urgent repairs. According to the employer's report, issues raised by members were addressed except for the air-conditioning that is still work in progress.

Members will be kept informed of developments.

Ivan Fredericks  
GENERAL MANAGER