

FOR PSA MEMBERS: WESTERN CAPE

09-12-2019

PSA 2019 Highlights: Western Cape

The PSA achieved many successes for members across the country during 2019. The Union is especially proud of its achievements in the Western Cape.

WCED: Conversion from temporary employment to permanent employment for Public Service employees

The PSA was instrumental in the agreement reached with the employer to translate the employment status of contract employees from Contract to permanent appointment, subject to specific conditions. They had to be employed in a temporary capacity with no break in service for three months at the WCED, with the date of appointment being on or before 1 January 2019.

Social Media Policy (WC Provincial Government Departments)

Following a spike in social-media related disciplinary matters and enquiries, the PSA demanded a single transverse social media policy for employees of the Provincial Government to ensure consistency and fairness across the Administration when dealing with such matters. The employer agreed, thereby ensuring more consistent and fair management of social media matters in the workplace.

Flexi-time Policies: Provincial Government Departments

In the past, each Department in the Western Cape Government (WCG) had its own flexi-time policy. This created confusion and discord amongst officials who worked for different Departments in the same office block. The PSA approached the employer to develop one policy for the entire WCG. It, however, became clear that Departments would need some flexibility to manage flexi-time provisions according to unique operational requirements. It was agreed that a guideline would be developed in consultation with labour and that Departments would be required to align their policy with these guidelines.

Workplace safety

Labour raised the issue of the safety public servants who work at institutions in high-risk areas or who must travel to render services in such areas. The Premier announced a Safety Plan, proposing 3 000 additional law enforcement posts in the next three to five years and to appoint 150 more investigators in SAPS in the next three years. All WCG Departments are required to be involved in assessing risks to their officials and to pro-actively engage on such risks. Crucial institutions are schools and hospitals. The PSA inquired how the WCG will be managing the process and expressed non-support of the initiative. The WCG responded that where it will have a negative effect on service delivery, applications won't be approved. It cannot allow a skills deficit.

Western Cape Blood Services: Salary increase

The PSA is the majority union in the WCBS. It engaged the employer with the salary demands for 2019. An agreement was reached, and members received a 7% salary increase, a 7% increase in the standby allowance and a 4.65% increase in the S&T Allowance.

Department of Social Development: WC

Some PSA members were employed for more than ten years on a contractual basis. The PSA engaged the employer and an agreement was reached in terms of which these members' appointment status was translated to permanent appointments.

Ivan Fredericks
GENERAL MANAGER