

FOR PSA MEMBERS: NORTH WEST

21-07-2020

Feedback: CCPNWP Chamber Meeting held on 17 July 2020

Provincial PMDS

According to the Provincial PMDS policy all departments were expected to complete moderation and pay all PMDS incentives by 31 December 2019. Most departments paid on time except for Community Safety & Transport Management, Public Works and Roads and Agriculture and Rural Development who paid by the 21 March 2020. However, the Department of Health did not complete the 2018/2019 moderations due to various internal challenges and this issue ventilated further on a scheduled sectoral meeting of 24 July 2020.

Performance agreements for 2019/2020, of the employees on salary levels 1 to 12 and SMS members, were due on the 31 May 2020 and not yet submitted due to COVID-19 and lockdown.

Resolution 1/2007

The overall vacancy rate of the province is 15.6%, which is higher than the norm as outlined by DPSA. The Department with the highest vacancy rate is Agriculture and Rural Development at 35.9%, Cooperate Governance and Traditional Affairs at 28%, Arts, Culture, and Sports and Recreation 20.8% and Provincial Treasury at 19.7%. The high rate is as the result of the ongoing merging the departments in line with the president's proclamation.

Provincial Work from Home Policy

The employer in line with DPSA Circular 18 of 2020 regarding Occupational Health and Safety and implementation of COVID-19 Regulation no. 11098, drafted a Provincial Work from Home Policy to be consulted on.

The draft policy was distributed, and an agreement captured as follows:

Organized Labour to submit inputs by 23 July 2020 to Secretariat and employer to incorporate them on draft policy to be tabled at Special Chamber on 28 July 2020. Inputs from members must be forwarded to Kabelo.moalosi@psa.co.z by 23 July 2020 at 12:00 to enable the office to meet deadline.

GENERAL MANAGER