

## Update: Management and Labour special meeting - Early Childhood Development function shift

A Management and Labour meeting converged on 1 October 2021 to discuss and consult on the ECD function shift. The employer clarified that Chapter 6 of the *Children's Act, 2005 (Act No 38 of 2005)* will be transferred from the Department of Social Development (DSD) to the Department of Basic Education (DBE) whilst Chapter 5 partial care will remain with the DSD, thus migrating the responsibility of ECD centres from DSD to DBE. The PSCBC approved the guidelines below for identification of personnel to be transferred from DSD to DBE:

- Current geographical area
- Transfer according to employee preference
- Transfer according to number of ECDs in the province
- LIFO
- According to ECD work being done
- Employees volunteering to do the function
- Performance agreement - weights ECD element

In applying the guidelines, the employer reported that Alfred Nzo needed to transfer three Social Workers (SW) Grade1 (OSD); one Social Auxiliary Worker (SAW) Grade1 (OSD); two salary level 7 and one clerical posts (SL5) under NPO. All Social Workers volunteered with two from Matatiele; one from Bizana and one from Mzimvubu; leaving the other categories behind. The employer reported that the only option left is to apply the last-in-first-out (LIFO) principle as the names were due for submission on 1 October 2021. Labour dismissed the rushed process and proposed the following:

- LIFO be used as the last option
- That the employer ensures that when consulting employees, a union representative is present with proof of attendance and acceptance by the employee
- That the four voluntary transfers be submitted with a report, confirming further consultation with remaining employees in the presence of the union representative

Labour's proposals were accepted and a follow-up meeting, confirming the names of remaining categories, will be arranged on finalisation of the process.

The PSA calls on affected employees to ensure that when consultation takes place, there is always a Union representative. Members can contact Samkelo Mzuku for advice when called for such meetings at [samkelo.mzuku@psa.co.za](mailto:samkelo.mzuku@psa.co.za) or call (047) 501 2500.

GENERAL MANAGER