

Coordinating Chamber of Provincial Eastern Cape (CCPECP) Task Team meeting - Early Childhood Development transfer

The PSA was invited to the Early Childhood Development (ECD) function shift under the auspices of the PSCBC on 14 October 2021 to discuss the following:

- ECD Function Shift Progress Report
- Draft Change Management Strategy and Management Plan – ECD Function Shift

The employer presented the draft change-management strategy and plan, which seek to provide a common reference point for managing significant transitional and transformational changes. The strategy aims to deal with the subject of ECD change management in the Department and aims to close the gap between change management and transformational issues. This will be done through the following:

- By the provision of a shared and consistent approach to managing change in DSD and DOE that can be customised to specific circumstances.
- Empowering and enabling management in both Departments to manage change effectively.

Labour noted the presentation and noticed that all stakeholders, except for trade union representatives, formed part of the strategy. Labour demanded the inclusion of trade union representatives as directed by the PSCBC. The employer undertook to develop a resistance management plan for those employees who are resistant to change as advised by labour.

It was reported that 97 staff members have been identified for transfer to Department of Education. The employer indicated that of the 97 confirmed posts, 73 posts are permanent positions, and 24 are management posts. The document contains report preparations for function shift, established Task Teams, ring-fenced posts to DOE, financial implications to the receiving department and feedback from Task Teams (strategy and plan *attached* for ease of reference).

The PSA calls upon interested DSD shop stewards who have knowledge on change management to urgently submit their names by **27 October 2021** to form part of the task team that is due to start (October

2021 to March 2022) to the PSA Mthatha Provincial Office (gilbert.seakamela@psa.co.za) and PSA Gqeberha Provincial Office (riaan.vosloo@psa.co.za).

The next Provincial Task Team meeting will be on 9 November 2021.

GENERAL MANAGER