

Feedback: Meeting with HOD of Eastern Cape Department of Social Development

Implementation of Normal Grade Progression of the Public Health and Social Development Bargaining Council (PHSDBC) Resolution 1 of 2009 Occupational Service Dispensation (OSD) for Social Services Professionals

The Eastern Cape Department of Social Development (EC DSD) failed to implement the normal grade progression of PHSDBC Resolution 1 of 2009 (OSD for Social Services Professionals).

In a meeting, the HOD confirmed that all outstanding payments have been made. If there are any members who did not receive grade progression and who are of the view that they qualify for such, members should submit their names to the PSA for the HOD's intervention. The Department approached the Court for an advisory judgement for those members whose payments are perceived to have been incorrect. No deductions will be made until all court processes are cleared.

Structural Review: Merger of John X with Bhisho Child Youth Care Centre (CYCC) and Closure of Melton Gardens and Gali Thembani CYCCs

The employer made presentations on both processes followed up to date. The PSA noted the presentation but indicated that consultation processes were not complied with and requested that all further processes be placed on hold until organised labour forms part of further processes. The HOD agreed to our request and confirmed a Task Team will be established by 30 January 2023 to administer these processes.

Organogram status

The model has been finalised and is at present with the HOD for endorsement. A report will be provided to the PHSDSBC EC Chamber for consultation.

Vacant and Funded post

Recruitment and appointments are proceeding, as ongoing, in line with the approved annual recruitment plan.

Establishment of a Labour / Management Forum

The establishment of a Labour Management Forum will proceed after the PSA confirmed their support.

Acting allowance

The HOD confirmed the upliftment of the moratorium on payment of an Acting allowance.

Allocation of Resources

The PSA raised concerns regarding discrepancies and inconsistencies with the issuing of Laptops and Cell phones. The HOD undertook to investigate.

State of Offices/Buildings

The PSA raised concern regarding the hazardous conditions of some of the offices and buildings. The HOD accepted responsibility for the poor conditions of buildings and the safety risk involved. He committed to attend to these buildings, with the collaboration of the Department of Public Works.

GENERAL MANAGER