

## Feedback: CCPECP Chamber meeting - 4 March 2022

A CCPECP Chamber meeting was held on 4 March 2022. The following items were discussed:

### Filling of vacant, funded posts

The employer gave a report that included not only the filling of vacant, funded posts, but the general state of Human Resource Management (HRM) in the Province. This report included Quarter 3 of 2021/22 and also included the following items:

- HR Planning
- Service-delivery models and organisational structures
- Recruitment
- Equity status
- Employee wellness
- Employment relations
- PMDS

Following a brief presentation by the employer on the report, labour requested to be allowed an opportunity to respond to the report at the next meeting. Parties agreed and this item remains on the agenda for further discussion.

### Implementation: PSCBC Resolution 1/2019 Transfer of Earl Childhood Development from Department of Social Development (DSD) to Department of Basic Education (DBE)

An update report was provided by the Provincial Task Team via the Chamber Secretary overseeing the implementation process. This report basically confirmed that all necessary processes have been completed to implement the transfer of all relevant staff from 1 April 2022. The only issue outstanding is a letter of confirmation from Treasury, confirming when the shifting of funds between the DSD and DBE is completed. The last meeting for the Task Team is scheduled for 25 March 2022 to finalise the process.

### Use of private attorneys in disciplinary hearings and non-compliance with grievance procedure

Labour raised concern that the employer is making use of private attorneys to represent the employer in disciplinary hearings and is not complying with time frames contained in the grievance procedure. The employer issued a circular, requesting all provincial departments to adhere to PSCBC resolutions

regulating Grievance Rules and the Disciplinary Code and Procedure. Compliance with both these resolutions will be monitored by labour and the employer. Any further contraventions must be taken up with the employer without delay.

Members will be kept informed.

GENERAL MANAGER