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FOR PSA MEMBERS: GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEM (GCIS)

08-08-2022

Feedback: Special Departmental Bargaining Chamber - 5 August 2022

Departmental Failure to Fill Vacancies

The PSA tabled the matter following complaints from members that the employer failed to fill vacancies for over a year now, and as a result, they perform extra duties. The employer acknowledged that indeed there are about 45 vacant positions and yet to be filled. It reported that the reason for the failure to fill these positions is because the department is at R7 000 000.00 budget deficit, since May 2022. The identified contributing factors for budget deficits are that there are 32 employees who are paid outside of their salary adjustments, cutting of the budget by National Treasury, and the 1.5% for SMS salary adjustment paid by the department. It reported that from the 45 vacant positions, 9 of them became vacant since June 2022, and those positions will be advertised soon and projected to finalise the appointment by September 2022. The remaining 36 positions will be advertised in the 2023/2024 cycle.

The PSA registered its displeasure that the employer only revealed the issue of a budget deficit after the PSA tabled the matter at the DBC. The PSA further questions the employer's alternative plan in dealing with the vacancy rate in the Department. The employer indicated that it made a submission requesting to utilise the Goods and Services budget to create contract positions as a measure to mitigate the situation. The PSA further indicated that since the employer is busy with the organisational review, these positions should not be abolished by the organisational review. The employer emphasised that these positions will not be abolished.

Members will be kept informed of developments. Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), or send an email to ask@psa.co.za, or contact a PSA Provincial Offices.

GENERAL MANAGER