

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING CHAMBER (GPSSBC) - EASTERN CAPE**

17-11-2022

Update: GPSSBC Chamber meeting – 11 November 2022

Confirmation of vote weights

The Chamber in the Province had its Annual General Meeting where it was indicated that the PSA is standing at a 45.63% vote weight with a membership of 9 114.

Elections

Elections were held and the current Chairperson from the employer was elected as the Chairperson of the Chamber and labour took the position of one of the-Vice Chairpersons.

The following items were discussed during the Management Meeting following the Annual General Meeting:

GPSSBC Resolution 5/2014: Recognition of Improved Qualifications

The employer reported that it had a two-day working session with the DPSA but without the Department of Education. It further indicated that departments managed to complete their work of identifying the qualifications as per SAQA list of qualifications and then submitted such to the DPSA in terms of quality control. The departments are now aware of what is expected of them and when this work should be finalised. A progress report of all 12 departments will be presented in the next Chamber meeting.

HROPT (Settlement Agreement reached on 25 February 2015 - Department of Rural Development and Agrarian Reform)

The matter is with the Interministerial Committee that was appointed by the Premier. The employer promised to arrange a meeting between labour and the said Interministerial Committee to finalise this matter. With the new Cabinet of the Provincial Legislator now, the Chairperson of the Interministerial Committee is the new MEC for Cooperative Governance and Traditional Affairs (Cogta) who needs to be briefed by the Office of the Director-General that is coordinating the Interministerial Committee. Progress in terms of this matter will be reported in the next Chamber meeting.

Review: Recruitment and Selection Policy

The employer presented a report on the establishment of task teams on the review of the Recruitment and Selection Policy. Labour raised dissatisfaction about the snail's pace in terms of the filling of posts, which affects employees. In some instances, employees are overworked and end up depressed because

they are doing jobs that are supposed to be done by five employees. During the next Chamber meeting the full breakdown per department will be presented.

Legal representative in disciplinary hearings and non-compliance with grievance procedure

The PSA raised this issue after becoming aware that there are departments that are still insisting on utilising external legal firms in chairing disciplinary hearings. During the presentation it was also highlighted that most departments are not adhering to the grievance procedure, a matter that was raised and criticised sharply by labour before. The employer indicated that it will have proper engagement with those departments that are still violating their own policies. The employer will provide feedback specifically on those departments that are contravening the disciplinary code and procedure and those flouting the grievance procedure will have to provide a full report during the next Chamber meeting.

Members will be informed of developments.

GENERAL MANAGER