

FOR PSA MEMBERS: **COORDINATING CHAMBER OF PSCBC FOR NORTHERN CAPE PROVINCE (CCPNCP)**

02-12-2022

Update: Northern Cape CCPNCP Chamber

As members will recall from the report on the CCPNCP Chamber of the Northern Cape, the meeting on 15 June 2022 decided that the CCPNCP would sit on 28 November 2022 to tackle outstanding agenda items and entertain new agenda items submitted. As there were no new agenda items raised, the following agenda items were discussed in the meeting:

Draft policies

Progress reports were given in respect of the following policies:

Draft Policy on Resettlement: The employer presented the position of its principals that resettlement of employees will be dealt with by the respective Departments as per their budget. Labour accepted this stance. This matter was removed from the agenda.

Draft Job Evaluation Policy: The employer tabled Circular 31 of 2020 from the Department of Public Service and Administration that deals with “**The termination of the web-enabled job evaluation system in the public service, interim system and transitional measures**”. A new mechanism is employed where a benchmarking system will be used for the actual grading of the post. Members can obtain said Circular on request at the PSA Provincial Office in Kimberley.

Workshopping: PSCBC Resolution 14/2002

As per the resolution of the previous Chamber meeting, all Departments falling under the Northern Cape Provincial Administration were to be workshopped on the mentioned PSCBC Resolution. This was due to a high number of grievances not being attended to by the employer. The Department of Sports, Arts, and Culture (DSAC) in the Northern Cape was given priority and feedback was received that the workshop was conducted at the DSAC. The employer presented a report that employees from all districts of the said Departments attended workshops scheduled from 5 to 9 September 2022. The Department of Transport, Safety, and Liaison as well as the Department of Health were prioritised for the second round of workshops on the resolution. This agenda point will remain on the agenda until all Northern Cape Provincial Departments have been workshopped. PSA shop stewards are encouraged to participate at their respective Departments.

Occupational Health and Safety (OHS) terms of reference

The employer presented a document with OHS terms of reference to the Chamber. Labour noted the terms as presented. The document highlights the following:

- Establishment of an OHS Committee at every workplace.
- Clarification of roles and responsibilities of the Committee in terms of section 20 of the *OHS Act*.

Union-management meetings: Departmental level

The PSA raised this agenda point following the non-approval of a request for meetings in some Departments. The employer developed a draft document relating to a union-management consultation forum. Labour noted the draft and was given time to consult members on this. Labour's inputs will be awaited by the Secretariat of Chamber until 9 December 2022.

Current approved structures of each department and personnel cost/compliance by provincial departments with 2016-organisational design directive

Members will recall that the Northern Cape only recently embarked on the implementation process of the 2016 Directive on Organisational Designs in the 2021/22-financial year. The employer was to develop an Organisational Design Strategy with composite elements supported by the broad implementation plan. The employer provided an update as to the structures of respective Departments as follows:

Office of the Premier

The employer reported that the structure is under review. Labour noted the report.

Provincial Treasury

The employer reported that although the proposed structure was consulted with the Minister of the DPSSA and the Department receiving a concurrence letter, the structure is still under review. Labour noted the report.

In respect of the following Departments, the respective structures are still under review and labour noted the reports:

- Department of Agriculture, Environmental Affairs, Rural Development and Land Reform
- Department of Cooperative Governance, Human Settlements, and Traditional Affairs
- Department of Economic Development and Tourism
- Department of Health
- Department of Social Development
- Department of Roads and Public Works
- Department of Sports Arts and Culture

In the case of the Department of Transport, Safety, and Liaison the employer reported that owing to a dispute registered by labour regarding the proposed structure during the consultation process, consultations have been re-opened. The report was noted.

The following agenda points were deferred to the next meeting owing to the unavailability of reports:

- Current vacant positions and savings from unfilled, vacant posts.

- Number of vacant posts advertised and filled in the last six months.
- Number of vacant posts to be advertised and to be filled in the next six months.

Labour noted the unavailability of the reports and agreed to the employer's request to defer the said agenda points. Members will be informed of developments.

GENERAL MANAGER