

FOR PSA MEMBERS: **NORTH-WEST PUBLIC SERVICE COORDINATING BARGAINING COUNCIL**

16-09-2022

Feedback: North West CCPNWP Chamber

Provincial PMDS 2022/23

The employer presented a report on PMDS in the different Departments in respect of level 1-12 and SMS members. This report only recorded captured assessments. Labour expressed concern that the report is not very informative, as there are no reasons why not all employees have been assessed. Another concern was that if there were challenges with assessments, this had to be stated in the report. It was concluded that the employer will approach the various Departments to address labour's concerns, on which a report will be available at the next Chamber meeting.

Vacancy rate

As previously reported, this is to monitor compliance with the maintenance of a 10%-vacancy rate as per the DPSA Vacancy Management Strategy. The employer reported the following:

- The overall vacancy rate in the province is 12.2%, which is still above the norm
- The Persal report reflects a total number of 9 128 vacant posts in different Departments
- As of 31 August 2022, only two departments were complying with the 10%-vacancy rate, namely Social Development (4.8%) and DEDECT (7.3%). The Department with the highest vacancy rate is Human Settlements at 32.7%.

When comparing the previous vacancy rate of May 2022 (14.2) with the current one of August 2022 (12.2), the rate went down by 2%. However, labour expressed concern about how Departments could be run with such a high vacancy rate. Labour also noted that in terms of the average age of staff compliment, the appointment of youth in departments is very low. Another concern was that the employer still employs contract workers and that these workers are not permanently accepted after the expiry of contracts. The employer reported that a resolution was taken to ringfence 4 000 posts for more youth to be appointed. The employer also reported that all Departments were informed that when posts at levels 2-5 are advertised, the advertisement should be done correctly, as these posts do not require experience, but only the possession of a Grade-12 qualification. A conclusive report will be provided, addressing the concerns raised, in the next Chamber meeting, scheduled for 11 November 2022.

Members are informed that if they need copies of the above reports, these can be obtained from the PSA Provincial Office.

GENERAL MANAGER