

FOR PSA MEMBERS: **COORDINATING CHAMBER OF PUBLIC SERVICE COORDINATING BARGAINING COUNCIL - WESTERN CAPE (CCPWCP)**

26-09-2022

## Feedback: Coordinating Chamber of Public Service Coordinating Bargaining Council of Western Cape Province

At a recent meeting of the Coordinating Chamber of the Public Service Coordinating Bargaining Council of the Western Cape Province, the following items on the agenda were discussed:

### Policy guideline on management of moveable assets, parking bays

The employer requested an opportunity to re-assess the issue and revert to labour at the next Chamber meeting.

### Safety of staff

Labour requested that a task team be established to deal with this ongoing challenge. The employer indicated that it is still awaiting a mandate as several role-players are involved. Labour requested that it be allowed to give inputs in existing safety committees.

### Harassment policy

A new 'Code of Good Practice: Prevention and Elimination of Harassment' came into play on 18 March 2022. The employer informed labour that it is finalising a policy that speaks to this document.

### Probation figures

The probationary figures across the province are as follows:

Western Cape Education Department	–	585
Department of Health and Wellness	–	1 164
General Public Service Sectoral Bargaining Chamber	–	90

A number of reasons, e.g., sick leave, under-performance, and non-attendance of induction programs are some of the causes for the high number of staff still on probation, after them having completed their 12-month probationary period.

### **MOU: Formalisation of IMLCs outside of ORA**

Consultation regarding the proposed MOU (IMLC) has been finalised and parties have signed off the document.

### **Human Settlements: Regularisation of organisational structure**

People and posts were utilised where the demand was in the Department and not according to their actual purpose. This resulted in misalignment. A regularisation process was then embarked upon to align the organisational structure with the operational need. Labour will consult its members and provide feedback to the employer.

### **WCG sexual harassment policy**

Labour requested clarity on the role of the sexual harassment contact officer and how it relates to the duties of the investigating officer in the handling of informal and formal matters. The aim is to ensure consistency across the province when it comes to the interpretation and application of the policy. The employer noted the request and will revert to labour in due course.

The next meeting is scheduled for 2 December 2022. Members will be informed of developments.

GENERAL MANAGER