

## Update: GPSSBC Chamber meeting Eastern Cape Province (31 March 2023)

The following agenda items were discussed.

### **GPSSBC Resolution 5/2014: Recognition of Improved Qualifications**

The employer made a presentation on the Resolution about the Department of Public Service and Administration (DPSA) circular to facilitate implementation of the improved qualification. One of the glaring points was that employees who benefited from the employer's bursary scheme are not entitled to this benefit. Also the qualifications must be aligned to the employees scope of work and that employees who wish to benefit from this, must first get approval from their respective managers, to confirm whether the desired qualification is part of their scope of work.

### **Review: Recruitment and Selection Policy**

The employer announced that a task team has been formed after several complaints from members. The first meeting of the task team will commence on 21 April 2023. Members are encouraged to send inputs in this regard to PSA Provincial Offices.

### **Filling of vacant, funded posts**

Members will recall that the employer provided a report that included not only the filling of vacant, funded posts, but the general state of HRM in the province. This report included quarter 3 of 2021/22. This was further broken down as follows:

#### **Recruitment**

- OTP 100%
- DOH no movement.
- DSD no movement
- DPW no movement
- DOE 99%
- COGTA 100%
- DRDAR no movement
- DEDEAT 93%

- DOT 13%
- DHS no movement
- PT 100%
- DSRAC no movement
- DCS 14%

Labour expressed concern and dismay with the slow movement and especially with the departments that had no movement at all. Labour further requested accountability from such departments with consequence management as a deterrent.

### **Human Resource Operational Process Team (HROPT) 2015: Settlement agreement**

The Chamber was informed that there were departments that still have outstanding HROPT cases. The employer reported that there was no movement at all in this matter and requested to address this in the next Chamber meeting. Labour allowed the employer the indulgence.

### **Use of private attorneys in disciplinary hearings**

Labour raised concern during the last Chamber meeting regarding certain departments flouting disciplinary code and procedure for public servants by making use of private attorneys in disciplinary hearings. The employer issued a circular, requesting all provincial departments to adhere to the code. In the meeting on 31 March 2023, the Chamber requested labour to report any departments that are still not complying. Members are urged to be vigilant and report any contravention of the code, especially the use of private attorneys in disciplinary hearings.

Members will be informed of developments.

GENERAL MANAGER