

Feedback: Coordinating Chamber of the PSCBC for North West Province (CCPNWP) Meeting - September 2023

Provincial PMDS Policy

The employer made a presentation on the performance management development system for the financial year 2023/2024. The employer indicated that it received the performance agreements for the afore-mentioned period from the departments and captured them on the PERSAL system. Parties agreed that the presentation will be accepted.

The employer also indicated that the DPSA is reviewing the PMDS directives, and that labour will be informed of the directives after the Minister's approval. Labour agreed to wait for the Minister's approval.

Departments Vacancy Rate

The employer made a presentation on the state of compliance in respect of the vacancy rate within the provincial departments for the month of August 2023. The employer indicated that all the vacant posts in the departments will be advertised on or before 14 October 2023. Labour agreed to the indication made and requested the employer to report the progress made in the next meeting.

PSCBC Presentation

The PSCBC presented their Annual Report and mentioned amongst others the following:

- PSCBC Resolution 1/2022: The implementation of the Resolution wherein declarations were made by delegates at the Public Service Summit in respect of several issues pertaining to collective bargaining.
- PSCBC Resolution 1/2023: Agreement on the transfer and integration of staff into the Border Management Authority (BMA) and the transition thereof to be monitored by the BMA Task Team.
- PSCBC Resolution 2/2023: Agreement on the payment of a salary adjustment in the Public Service for the financial years 2023/2024 and 2024/2025 and that the agreement has been implemented across the Public Service with effect from 1 April 2023.

The representative also highlighted those disputes referred by the PSA account for 38% of the total cases referred, followed by cases referred by individuals accounting to 25% of the referral rate.

Council reported that out of all unions only two unions attended all council meetings of which the PSA was one of them.

Reuben Maleka
GENERAL MANAGER