

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) NORTH WEST**

28-06-2023

Update: GPSSBC Provincial Chamber meeting - 23 June 2023

Vacancy rate

The PSA raised a concern about the serious shortage of personnel at the Department of Education, especially at various boarding schools in the province. There is a scarcity of Cleaners in dining rooms when staff retire from service and are not replaced. There is also a challenge with administrative personnel where vacancies exist. The Department has returned about R300 million to Treasury that was budgeted for personnel compensation, whereas labour felt that this money could have been used to fill vacancies. These unfilled vacancies impact negatively on remaining employees who are expected to perform double work. The employer stated that the matter is on the agenda of PSCBC North West as a transversal issue and cannot be ventilated at the GPSSBC. Parties agreed to remove it from the agenda.

Unbearable working conditions: Department of Education

The PSA was concerned that the Department has been failing to supply water regularly because of a municipality bill that was in arrears to the amount R6 million. This has put officials in a precarious situation as water is needed, especially in bathrooms. Boxes are stacked all over the office, such as registry, and causing problems for officials to perform their duties. There is insufficient ventilation owing to a lack of windows in the building and there are no air conditioners. Water penetrates the building when it rains and causes unbearable odors. There are also electrical faults in the building, which need attention. In addition, there is a spillage at two manholes, which has been happening for almost two years and employees are periodically experiencing a bad smell at the parking area. The odor is unbearable and harmful to officials and guarding personnel. No formal response was received, despite the PSA having written a formal letter to the Head of the Department.

The employer undertook to write to the Head of Department, by next week Friday and ensure that the matter is reported to the Department of Public Works. A report will be provided in the next Chamber meeting.

Unbearable working conditions: Department of Finance

The PSA wrote to the Head of the Department, reporting that some offices do not have windows to allow sufficient ventilation and there are no air conditioners. There is also a shortage of running water most of

the time. The problem has persisted for a long time without the Department addressing it. The Head of Department promised to address the matter but there was no progress by the employer.

The employer undertook to ensure that a progress report is provided and confirmed that the Department of Public Works Department is currently addressing the matter. A comprehensive report will be provided in the next Chamber.

The next Chamber meeting is scheduled for 22 September 2023. Members are welcome to contact Abram Moribe at abram.moribe@psa.co.za for any enquiries.

GENERAL MANAGER