

**FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL -
NORTHERN CAPE**

09-05-2025

Update: Coordinating Chamber of PSCBC - Northern Cape

As members are aware, the Coordinating Chamber of the PSCBC in the Northern Cape Province (CCPNCP) held a Chamber meeting on 23 April 2025. The following points were discussed:

PSCBC Resolution 1/2007: Filling of vacant funded posts

The employer provided a verbal report on the agenda. It furthermore indicated that in terms of the above-mentioned Resolution, a report was supposed to be made available to organised labour every six months. However, in terms of PSCBC Resolution 1/2018 as amended, reports will be made available every three months via the Chamber Secretariat. Labour welcomed the report and the commitment to report over three months.

OHS compliance

The employer reported that a draft letter will be shared with organised labour regarding OHS meeting dates at the different departments since such meetings should take place quarterly in the workplaces. It was agreed that compliance will be monitored jointly by organised labour and the employer, since it is the responsibility of both parties. The employer also mentioned that a draft policy document regarding remote work will be dealt with soon since it will monitor production and not the person. This will also ease the problem of overcrowding in workplaces. Organised labour emphasized the fact that OHS is a burning issue in the province. It was further brought to the attention of the employer that the Department of Employment and Labour has still not attended to Occupational Health and Safety Act non-compliance issues at different departments. Organised labour indicated that the OHS processes should not be abandoned.

Current approved structures and personnel costs and compliance by departments with 2016 Organisation Design directive

The employer shared the presentation with organised labour. Many discrepancies in the report were picked up by organised labour as follows: The Departments of Roads and Public Works, Education, Health, Social Development, and Department of Agriculture, Environment, Rural Development and Land

Reform had too many unfunded, vacant posts. This is a serious concern for organised labour. The employer indicated that departments would have to account to the Office of the Premier in order to submit updated reports. In terms of compliance, the employer mentioned that it will have to work together with labour to achieve the ultimate result, especially with departments that are non-compliant with their organisational structures. Labour was also concerned that some departments are creating posts outside the approved structures. The matter remains on the agenda.

Services outsourced and cost of such services

This report was not made available to labour before the meeting, therefore parties agreed that it be discussed at a virtual meeting to be organised by the employer.

Amount spent on labour-related cases, such as litigations (January 2015 to June 2019)

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Amounts indicated by Auditor-General to be fruitless and wasteful expenditure: 2018/19-financial year

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Organisational structure: DTSL (Security function)

The employer gave feedback regarding progress on matter. Steering Committees were formed to further deal with the detailed functions of security personnel. The proposed plan was submitted to labour. Organised labour requested the close-out report, outlining phases 1 and 2. The employer indicated that the recruitment process, such as phase 2, has already taken place and that it is currently busy with phase 3, which is the finalisation of the structure. This part will deal with redundant managers and supervisors. The employer furthermore explained the operating model, which will be dealt with at organisational workstreams level. During this process, clear roles and responsibilities will be spelt out. It was further explained that additional HR and finance resources will be needed to strengthen the new security functions in the Department. The caucus position of organised labour indicated that since parties cannot find each other on some issues, the matter should remain on the agenda. The employer will request a special Chamber meeting to deal with these issues.

Members can contact the PSA Provincial Office on (053) 839 1000 for clarity.

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GENERAL MANAGER