



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) – EASTERN CAPE**

15-04-2025

Feedback: CCPECP (Coordinating Chamber for PSCBC - Eastern Cape) – 9 April 2025

A special Chamber meeting was convened on 9 April 2025, following an agreement reached during the ordinary Chamber session on 27 March 2025. Parties agreed to give the employer an opportunity to present two outstanding reports that were not tabled at the March meeting, *i.e.*, the Human Resource Management (HRM) status report and the Occupational Health and Safety (OHS) report.

The employer tabled the Quarter 2 HRM status report (ending September 2024), which included data on employment equity and organisational structures. Key highlights included:

- 9 out of 13 departments exceeded the 50% target for women in SMS positions.
- 8 out of 13 departments met and exceeded the 50% target for middle-management positions.
- On employment of persons with disabilities, 8 departments exceeded the 2% equity target, whilst 7 departments, led by the Office of the Premier (9%), did so at SMS level.
- On youth employment, the report reflected 37% males and 63% females.

The report also covered progress on finalising organisational structures. Only four of the 13 departments were in the process of finalising theirs, with union participation noted. Despite these details, labour rejected the report, raising the following concerns:

- The report was outdated, covering data up to September 2024, whilst the meeting took place in April 2025.
- The reasons provided for failure to fill vacancies (such as unavailability of panel member) were unacceptable.
- The delay in finalising structures is causing further delays in recruitment and could result in unfair labour practices, especially regarding acting appointments.

The PSA reiterated that prolonged delays in recruitment could lead to National Treasury withdrawing posts and creating fertile ground for disputes. The employer acknowledged the shortcomings and committed to presenting the Quarter 3 and 4 reports in the next Chamber meeting.

On the OHS report, labour again expressed dissatisfaction. The report merely listed the existence of OHS committees and noted social partner participation but lacked detail on current OHS issues or actions taken. The PSA reminded the Chamber that the OHS report was verbally presented in the November 2024 meeting, where the employer promised to reduce it to writing and submit it to parties. This was never fulfilled, and the current report still did not meet expectations. Following these concerns, labour rejected the report. A decision was taken to convene a summit, facilitated by the chamber secretariat, to:

- Clarifying the roles and responsibilities of all parties,
- Strengthening adherence to Chamber rules, and
- Ensuring that employer and labour engagements are meaningful and constructive.

The meeting adjourned with the understanding that this summit will take place before the next Chamber meeting, aimed at stabilising the Chamber and strengthening accountability on all sides.

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GENERAL MANAGER