



**FOR PSA MEMBERS: COORDINATING CHAMBER FOR PUBLIC SERVICE COORDINATING
BARGAINING COUNCIL (PSCBC) - EASTERN CAPE (CCPECP)**

09-10-2026

Feedback: CCPECP

The Coordinating Chamber for the PSCBC in the Eastern Cape Province (CCPECP) convened a special Chamber meeting on 6 October 2026 to address unresolved matters from the previous meeting relating to the Human Resource Management (HRM) status report and the Occupational Health and Safety (OHS) Report. The following is reported:

Provincial Human Resource Status Report

Members will recall that the employer submitted the HRM Status Report at the last minute, which limited meaningful engagement with the report. Labour was, however, afforded an opportunity to interrogate the report, during which the following matters were raised:

- The HRM Status Report for the first quarter of 2026/27 highlighted concerns relating to organisational structures, recruitment, vacancies, PMDS, and OHS.
- Labour strongly condemned the continued delays in finalising organisational structures in various departments and sought clarity on the reasons for delays. Labour emphasised that prolonged delays have implications for staffing, placement, workload, and service delivery.
- Concern was also raised regarding departments that failed to submit their Annual Recruitment Plans (ARPs). The Eastern Cape Department of Health was singled out as the worst-performing Department in this regard, having failed to submit its ARP. Labour expressed concern that shortcomings in recruitment planning contribute to persistent vacancies and resultant pressure on employees.
- Labour further raised serious concern regarding the high vacancy rates and the impact on employees. The Department of Health and Department of Education were specifically reported as having vacancy rates above the acceptable 10% threshold determined by the DPSA.

Labour emphasised that persistent vacancies place additional pressure on existing employees, resulting in excessive workloads, employee burnout, and potential compromise of service delivery. Labour therefore demanded a concrete intervention, supported by clear timeframes, to ensure that vacancies do not translate into excessive workloads, burnout, and compromised service delivery. The employer

committed to addressing the concerns raised by labour and indicated that improvement would be reflected in the next report period.

Occupational Health and Safety report

The OHS report was presented at a high level, creating uncertainty regarding the actual functioning of OHS structures in individual departments. Labour raised concern that the report did not sufficiently demonstrate the situation at departmental and workplace level. In response to the concerns raised, the employer proposed a special session with labour in the form of a workshop to deal with identified OHS concerns addressing legislation, prescripts, policies, and statutes governing OHS. Labour welcomed the proposal. The special OHS session is scheduled for 23 October 2026. The next ordinary Chamber meeting is scheduled for 13 November 2026.

Following the meeting, labour caucused and allocated responsibilities to gather evidence and information on challenges being experienced at workplace level. The PSA therefore calls on members in all affected departments to remain vigilant and report incidents relating to OHS deficiencies, vacancies, non-filling of posts, and other HRM-related challenges.

Members are encouraged to submit information and supporting evidence so that labour can properly substantiate the concerns raised and ensure meaningful participation in the special OHS session and subsequent Chamber engagements. Enquiries and submissions may be directed to Sandisiwe.xuza@psa.co.za or Sinothando.nkqetho@psa.co.za by no later than **20 October 2026**.

Reuben Maleka
GENERAL SECRETARY