

PROVINCIAL PULSE

Western Cape

WESTERN CAPE PSCBC CHAMBER REPORT

REPORT 1 OF 2018

21 FEBRUARY 2017

THE Western Cape Province Public Service Co-ordinating Bargaining Council (PSCBC) met on 15 February 2018 and the following matters were discussed:

Correspondence regarding Modernisation

The General Secretary (GS) of the PSCBC explain that modernisation is restructuring. The GS also explained that restructuring will always happen within the Public Service and that it is to ensure better service delivery. The GS further stated that there has never been a situation within the Public Service whereby any employee lost his/her job as a result of restructuring.

The GS also referred the Chamber to the Wage Bill and stated that there is pressure on government. The GS stated that when a post is vacant and funded, treasury will make it unfunded if it is not critical and that this is not restructuring.

Currently there is pressure on the employer to fund its own wage increases with its own budgets. There is also no additional money coming from National Treasury to fund the salary increases.

We raised our concerns about the process of restructuring and asked whether it should take place at provincial or at national level? We also raised the fact that more and more Senior Management Service (SMS) posts become available and that more lower level jobs are being abolished.

The GS proposed that the Department of Public Service and Administration (DPSA) should give guidelines on this matter and that the PSCBC must monitor these processes.

Both parties agreed to establish a task team that will only deal with restructuring. The task team will be represented by six (6) labour representatives and six (6) representatives from the employer. This matter will remain on the agenda for feedback purposes.

Contract employees within the Public Service to be made permanent employees

The employer requested more time in order to present a document with all the names of employees who are on contract for three (3) or more years. The employer gave various reasons why these employees have been on contract for such a long

period. We requested that the document be ready by no later than March 2018.

We raised another issue concerning certain employees who are on contract, who did not receive their salaries for January 2018. The employer requested Hospersa to submit the names of the affected employees as soon as possible. The matter remains on the agenda.

Recruitment and Selection Policy

This matter was discussed at the task team meeting on 14 February 2018. We requested more time to submit our inputs and will submit them as soon as possible.

Directive and Incentive Policy Framework

The employer confirmed that a directive has been issued and we are happy with the document. This matter is removed from the agenda.

Special Leave Policy

This matter was discussed at the task team meeting on 14 February 2018. This matter will remain on the agenda for further discussion.

E-Recruitment Process for Public Servants

The employer did a presentation and we must forward our inputs as soon as possible.

We will keep members informed on the latest developments.

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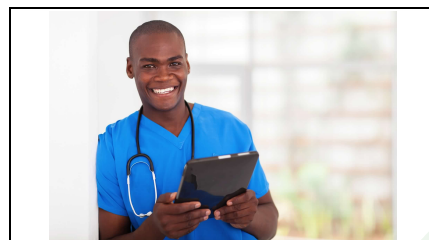


Process for Public Servants: Working hours within the Department of Transport and Public Works

We confirmed that the matter remains unresolved but agreed that the item can be removed from the agenda.

Water Crisis

The employer confirmed that it has plans in order should day zero arrive. We requested that this matter be discussed fully in a special meeting because it affects all the Western Cape employees within the Public Service. The employer agreed and a date will be communicated as soon as possible.



To stay up to date with feedback from Hospersa we urge all members to follow us on Twitter (@hospersaonline) and join our Facebook group (hospersa online) as soon as possible.



All updates and newsletters are also placed on our website (www.hospersa.co.za)

Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

Safety of EMS Personnel

We confirmed that a meeting took place with the Western Cape Health Member of the Executive Council (MEC). This matter was removed from the agenda because it is on the agenda of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC).

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).