



**NORTHERN CAPE PROVINCIAL PSCBC REPORT**  
**NO: 5 OF 2010**

The Northern Cape Public Service Coordinating Bargaining Chamber meet on 25 May 2010 to discuss the following matters.

**Provincial PMDS Policy**

The Employer indicated that a response from the Department of Public Service and Administration (DPSA) indicated that the changes to any policy could only be effective the following year. The Employer then clearly indicated that the policy would be implemented with immediate effect. The Unions indicated to the Employer that a dispute would be declared on the matter. The matter was removed from the agenda.

**Provincial Policies (Recruitment Policy, Sexual Harassment Policy, Staff Retention Policy and Settlement Costs Policy)**

Once again the Employer indicated that the policies have been on the agenda for a long period of time and need had to implemented. Labour was of the opinion that their inputs have not been considered and wished that the Director General intervene. The Employer was adamant that the policies would be implemented with immediate effect. The matter was removed from the agenda.

**Vacancy List**

Labour was required to respond to the Employer and it was noted that the list was acknowledged however Labour required a more detailed list with the date the post became vacant, when it will be advertised and filled.

The Employer indicated they would attempt to comply with the request but was of the opinion that every three months was difficult.

## **Removal of Salary Level 1**

This matter was placed on the agenda by HOSPERSA as the Office of the Premier had indicated that employees should not be appointed on salary level 1.

The Employer indicated that the removal of the salary level is not a provincial action but must be dealt with by the DPSA.

HOSPERSA indicated that the matter was not the removal of salary level 1 but the upgrading of employees on salary level 1 to level 3.

The chairperson of the Provincial PSCBC abused his power and removed the item from the agenda and indicated that the matter must be resubmitted to the chamber.

HOSPERSA will submit the item again and ensure that ALL departments treat employees equally.

## **Upgrading of the Entry Level for Administration Clerks to Level 5**

HOSPERSA was the union submitting the item as Departments (Office of the Premier and Social Development) have upgraded the entry levels of clerks.

The DPSA has also indicated to the Office of the Premier that Human Resources Clerks must be appointed at level 5.

The Employer had indicated that the Departments are busy with the process.

Labour then requested that the circular issued to the Departments be submitted to Labour.

Members are requested to indicate to HOSPERSA if the employer has done a form of evaluation as to the functions performed. This is not the implementation of Resolution 3 of 1999.

***The members must please respond to the HOSPERSA Provincial Office by no later than 16 July 2010.***

## **Implementation of Resolution 3 of 2009 (Progression of Employees not covered by OSD)**

HOSPERSA indicated that the resolution makes provision for employees to grade to the next levels depending on the years of service and PMDS scores.

HOSPERSA further indicated that employees were frustrated with PMDS and did not complete forms, the employer lowered scores and there were different level of scores determining above expectation.

HOSPERSA required the employer to indicate how the province was going to handle these matter.

The poor response from the Employer was that the province was that the Resolution and Circular from the DPSA give guidance to the process and this would be utilised.

The employer would submit to Labour the guidelines used for the implementation of the resolution.

## **Implementation of PILIR and a Report from the Health Risk Manager**

The employer indicated that a report was available and will be submitted to Labour. HOSPERSA indicated that there are problems with the implementation of the policy and these problems need to be addressed.

The Employer indicated that there are problems identified in the report.

HOSPERSA will read the report and respond to the employer should the same concerns be noted.

The intention is to ensure that members are treated within the guidelines of the policy.

The next meeting is scheduled for 10 August 2010.

Should any members have questions on this report, please contact the Provincial Office at 053 – 842 2001.

**VIVA HOSPERSA VIVA**