

PROVINCIAL PULSE

Western Cape

WESTERN CAPE GPSSBC CHAMBER REPORT

REPORT 2 OF 2018

21 FEBRUARY 2018

THE Western Cape Province General Public Service Sector Bargaining Council (GPSSBC) Chamber met on 15 February 2018 and the following matter was discussed:

Grading of posts of Traffic Officers

The following issues were raised regarding this item:

- Traffic officers in other provinces are paid a higher salary as compared to those in the Western Cape Province.
- The requirements a candidate must meet when applying for a post within the Western Cape is higher than any other province but the grade/level is the same.

The employer argued that it is not true that traffic officers in other provinces are paid a higher salary than those in the Western Cape.

The Department of Public Service and Administration (DPSA) explained that when they grade a post they take into consideration the minimum requirements and functions of a specific area to determine the grade.

The DPSA also explained that the minimum requirements for posts will state "grade 12 or higher qualification" and that the Western Cape prefers "higher qualification", but this does not change the grading of the post.

We raised that a job evaluation was last done in 2009 and that it is time to do a new job evaluation. The employer welcomed the idea of a job evaluation.

The General Secretary (GS) of the Public Service Co-ordinating Bargaining Council (PSCBC) proposed that the GPSSBC write a letter to DPSA to inform them that this matter has been placed on the agenda and that the process of re-evaluation is long overdue. The DPSA should give guidance.

The GS of the GPSSBC and us accepted the proposal.

The matter will remain on the agenda for feedback purposes.

The GS of the PSCBC announced that wage negotiations have been postponed due to the election of the new President of South Africa.

We will keep you updated on any further developments.

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