



CO-ORDINATING CHAMBER OF THE PSCBC FOR WESTERN CAPE PROVINCE CHAMBER REPORT

REPORT 04 OF 2024

On 05 September 2024, representatives from HOSPERSA attended the Co-ordinating Chamber of the PSCBC for Western Cape Province (CCPWCP) meeting to discuss the below matters.

POLICY GUIDELINE ON THE MANAGEMENT OF IMMOVABLE ASSETS, INCLUDING PARKING BAYS

Terms of Reference was adopted and signed by all Task team members.

SAFETY OF STAFF IN PROVINCIAL GOVERNMENT DEPARTMENTS

The employer reported that the meeting to deliberate these concerns did not take place. The meeting is still to take place where dates will be communicated to organized labour.

CONVERSIONS: PROBATIONARY EMPLOYEES

This document listing all the employees that are still on probation was circulated to organized labour via email prior the meeting. This item will be deferred to the consultative forum.

GRADE PROGRESSION - PSCBC RESOLUTION 3/2009

Organized indicated that employees are being informed by their Human Resources Department that they will not grade progress from level 5 to level 6 as there are no level 6 posts.

Employer responded and clarified that grade progression does not relate to available posts. Grade progression has three criteria which is the grading of the post, 15 years of service and must have satisfactory for your performance assessment for the two-year reporting period.

Employer reported that they are up to date with the grade progression. Names are to be sent to the employer of employees who have not grade progressed in terms of the criteria

THE WESTERN CAPE GOVERNMENT WORK ARRANGEMENT GUIDE

The guide document was circulated to all parties prior the meeting. The old guide is going to be reviewed, and the consultation clause will be added into the policy.

NATIONAL TREASURY: COST CONTAINMENT MEASURES

Employer reported that they need more time to convene the meeting as Treasury Department need to be part of the meeting. Employer report organized labour's concerns to their principles to convene the meeting urgently. Employer to respond to organized labour by 12 September 2024.

WESTERN CAPE PARKING POLICY TASK TEAM

The Task Team has not finalized their work. Task Team's work is in progress.

11 SEPTEMBER 2024



Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

General Meetings with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.