



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

IMPLEMENTATION OF RESOLUTION 1 OF 2007: TIME FRAMES FOR THE ADVERTISING AND FILLING OF FUNDED VACANT POSTS

presentation to

EPCM STEERING COMMITTEE – 4 OCTOBER 2007

Ms S Naidoo (DPSA)

BACKGROUND AND SCOPE



- All departments and provincial administrations were informed of the multi-term agreement, PSCBC Resolution 1 of 2007 on the improvement of conditions of service for personnel who fall within the registered scope of the PSCBC through DPSA Circular 1 of 2007
- Departments advised that they will be informed in a separate letter regarding the filling of funded vacant posts as contemplated in PSCBC Resolution 1 of 2007.

PSCBC RESOLUTION 1 OF 2007



- In clause 14 of PSCBC Resolution 1 of 2007, the employer undertook to ensure that:-
 - All current funded vacancies are advertised, in terms of existing departmental policies, within 6 months of the date of agreement;
 - All new funded vacancies are advertised, in terms of existing departmental policies, within 6 months of the date of these vacancies arising.
 - As far as possible all vacant and funded posts should be advertised and filled within 12 months of signature or from date of arising.
- The employer will provide Council with regular reports on the advertising and filling of posts in the public service. The report to include the number of funded vacancies, number advertised, number filled, number unfilled and the reasons for non filling. These reports to be submitted every 6 months to Council for distribution to trade union parties to Council.

REPORTING FOR PSCBC

- Information required not readily available from PERSAL
- Departments required to complete template to enable DPSA to report on progress in advertising and filling the funded vacancies
- Administrative burden on departments and DPSA to manually submit information
- Departments **MUST** ensure the proper alignment of their organisational structures on PERSAL to ensure that vacancies can be correctly determined on PERSAL

AMENDMENT TO PSR TO GIVE EFFECT TO TIME FRAMES

- MPSA to give effect to collective agreement through amendment to PSR
- Circular and reporting templates to be forwarded to departments in due course.
- Comments on Template and reporting requirements required urgently

TEMPLATE

- Contains information on current vacancies as well as looks at progress made in filling of posts vacant on 1 July 2007
 - number of funded vacancies
 - number advertised
 - number filled
 - number unfilled and the reasons for non filling

COMMENTS AND RECOMMENDATIONS

**Please send comments on the template
by 12 October 2007 to
saandhri@dpsa.gov.za**

**Siyabonga/Ri a livhuwa/
Re a leboga/Dankie/Thank you**