

OCTOBER 2021

Activities continue via a range of forums to affect the core mandate of CAPES, to be the “voice of the South African staffing industry”. Efforts focus on the promotion the sector as effective, and necessary, labour market intermediaries, especially during the uncertainty surrounding Covid-19.

ECOMPLIANCE CHALLENGES RAISED WITH UIF DIRECTOR OF COMPLIANCE/ACTING UIC

Elias Monage, President of the Confederation of Associations in the Private Employment Sector (CAPES), on behalf of affected member organisations and their hundreds of thousands of employees submitted a letter to the Director of Compliance at UIF. The letter (attached hereto) explains that the challenges being experienced by the recently introduced eCompliance system are widespread and the inability to secure UIF Compliance Certificates due to technical issues, is creating untenable situations wherein member businesses are at risk of losing access to client sites (and their corresponding business contracts), which in turn means their assigned workers will be unable to render services and potentially laid off. In addition to sharing details of the various challenges, the letter seeks to establish contact and to set up a meeting between CAPES and UIF to engage and resolve challenges to enable effective compliance.

Sadly, no response was received to the original submission and so the letter was re-submitted and cc to the Acting UIC, Adv Mzie Yawa, on Monday 18 October 2021. To date, no response has been received. Challenges, as documented in the letter, have been shared with other interested parties who currently seek to raise awareness publicly. Next steps are under discussion at CAPES level, to be directed via BUSA given that impact is on all businesses, not just our sector.

WAGE NEGOTIATION

The ongoing wage negotiation between NUMSA and SEIFSA has been monitored and shared with members. CAPES, via SEIFSA President Elias Monage, CEA, and members in the sector, have been involved in negotiations and engagements. Regular updates have been, and will continue to be, shared.

It is hoped that settlement will be reached shortly.

SERVICES SETA DISCRETIONARY GRANT SUBMISSIONS MADE

Following the opening of the Services SETA discretionary grant window, CAPES considered what opportunities might be present to access funding to continue the upliftment and reskilling of industry players. CAPES has notified Services SETA of the concerns that the proposed Discretionary Grant funding fails to meet the pressing needs of the industry to upskill and reskill to preserve, protect, and grow jobs. To that end, an alternative proposal has been submitted, via APSO, as the levy-paying member.

APSO proposes that a Skills Programme, **Digital Skills Accelerator**, be funded as critical skills development aimed to build capacity through training people to **become digital** by doing.

The purpose of **The Digital Skills Accelerator** is to surface new, innovative thinking through an immersive, experiential and action-learning based development programme where people collaborate to solve live business problems using digital thinking in an enabling, facilitated learning environment.

Should this proposal be accepted, CAPES will share more information about the skills programme and how members can become involved.

Further, CAPES has made another submission on behalf of industry with the hope of securing future funding in 2022 to continue capacity building with extension of the successful CAPES Wits Programmes.

CAPES WITS PROGRAMMES 2021

Roll-out of the programmes continue and Tranche 1 learners on the BMP have reached the end of their journeys, finalising their last assignment submissions. MDP Tranche 1 learners will conclude in early 2022, having two additional modules on their programme. Tranche 2 learners are not too far behind in terms of schedule, and it is expected that all participants will have a single graduation in early 2022 once modules are concluded and all academic processes have been finalised.

Feedback from the first groups has reaffirmed the value and importance of these programmes. It is encouraging to see that in addition to knowledge and skills acquisition, participants cite the relationships formed and the value of collaboration and peer learning which comes from journey.

The submission for new programme funding seeks to expand access to all levy-payers within industry as well as those seeking to progress, i.e. past BMP graduates enrolling onto the MDP, and motivation as to the import of this has been included for consideration by the Services SETA.

SKILLS DEVELOPMENT LANDSCAPE

CAPES delegates attended the NSA Conference 28 & 29 September 2021, and a comprehensive report was shared with members. Opportunities and risks were identified and will be considered as part of the ongoing lobbying & advocacy initiatives.

CAPES representatives attended the SSETA Legacy Qualifications meeting on 6 October 2021. Detailed report shared including recommendations to re-align qualifications to meet industry requirements, including possible alignment with CAPES Wits Programmes. Further engagement workshops are planned, and CAPES will participate.

SSETA CEO ENGAGEMENT

CAPES representative attended the Services SETA Stakeholder Engagement with CEO on 14 October 2021 and a detailed report was circulated. Opportunity to raise industry's key needs which were positively received/acknowledged by the CEO, including:

- Preserve current jobs – reskilling and upskilling
- Discretionary Grants applications relevant to stakeholder needs – including acceleration of digital skills development.
- Responsive to Skills Strategy for ERRP – funded short programmes (accredited & non-accredited)
- An agile and responsive SSETA, recognising opportunities lost due to bureaucratic processes

Further engagements are planned to take place in early November 2021, to which CAPES and Association reps have been specifically invited. Where applicable, invitations will be shared broadly with members who may be interested to participate.

SUPPORT FOR VACCINATION ROLL-OUT

With the fourth wave pending, and potential restrictions on economy looming, the need for social partners to support Dept of Health's vaccination drive is key. CAPES continues to participate in B4SA and other engagements and has shared several emails containing relevant content such as slides, data points, and toolkits available with members.

Guidance on the issues of mandatory vaccination policies, and requests from client companies seeking only to have fully vaccinated assignees on their sites, have been addressed and advice shared via email, following presentation by Halton Cheadle at the B4SA presentation held on 8 October 2021.

ENGAGEMENTS DURING THE MONTH

A variety of engagements have taken place throughout the month and CAPES continues to be an active participant on various forums, promoting and protecting the interests of our members and the sector.

- NatJoints
- NEDLAC
- BUSA
- BBC
- B4SA
- Employment Services Board
- National Minimum Wage Commission
- UIF Sub-Committee (NEDLAC), C19 TERS Operational Task Team, and CCMA TERS Committee
- Services SETA Board & Labour Collective Services Committee
- SEIFSA / NUMSA Wage Negotiations
- National Skills Authority Conference
- CAPES Wits Programme Facilitation
- World Employment Confederation
- ILO
- National Road Freight Bargaining Council