

Feedback: Departmental Bargaining Chamber - 6 October 2021

OHS compliance and COVID-19 regulations

The employer presented an action plan related to the operations and training of OHS committees. The employer further committed to include 15% key performance area of OHS representatives into their performance agreements. There were only two COVID-19 positive cases reported since September. The employer confirmed that 75% return to work would be implemented under alert-level 1.

Local Employment Equity Consultative Forums (LEECF)

The PSA raised a concern that LEECF were non-functional in various provinces and urged the employer to resuscitate these as a matter of urgency. The employer requested that the matter be deferred to a bi-lateral meeting to be convened on 26 November 2021 and report back at the next DBC meeting. The PSA further requested the minutes of the previous LEECF meeting before the planned bi-lateral meeting.

PSCBC Resolution 1/2008

The employer submitted a quarterly vacancy report. There are 9 986 funded posts in the establishment and 319 were vacant for the past 12 months. The employer intends to convert some of the posts to create more posts for core functions of the Department. The PSA raised a concern about the high vacancy rate and urged the employer to fill these as a matter of urgency.

Job evaluation: Inspector posts

It was previously reported that the job evaluation system was discontinued by the DPSA. The employer reported that it received a notice from the DPSA that departments would be allowed to conduct job evaluation processes from 1 November 2021 to 30 March 2022. Posts such as the OHS, BCEA and IES inspector (SR6 and 7) would be among the positions to be considered for job evaluation. The employer envisages to complete the process by the end of February 2022. Members are requested to submit inputs or clarity seeking questions to peter.mngomezulu@psa.co.za in this regard **by 25 November 2021**, so that the employer could be engaged accordingly.

Salary disparities: CSO SR6 and Mobile Truck CSO SR7

The PSA previously raised a concern about salary disparities for CSO and Mobile Truck CSO posts. The PSA urged the employer to apply equal pay for equal work in terms of the *Employment Equity Act*. The employer reported that the post of CSO and Mobile Truck CSO will be subjected to a job evaluation

process to remedy salary disparities. The employer committed to fast track the process and complete it by 30 November 2021. Members are requested to submit inputs or clarity seeking questions to peter.mngomezulu@psa.co.za in this regard by **12 November 2021**, so that the employer could be engaged accordingly.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER