

Feedback: Special Departmental Bargaining Chamber - 7 May 2021

Inspectorate and Enforcement Service (IES) restructuring

A task team was formed to investigate discrepancies that occurred during the restructuring of the IES branch. The task team developed a template to identify officials who were negatively affected by the IES translation of *BCEA* inspectors to Employment Equity inspectors. The employer acknowledged that the migration framework plan was not followed and intends to correct those omissions. Affected members are requested to submit their names using the *attached* template to peter.mngomezulu@psa.co.za and justice.shiburi@labour.gov.za by **13 May 2021**.

2019/20-performance assessment incentives

The employer previously committed to finalise the 2019/20-performance assessments processes by 31 May 2021. However, the employer indicated that it is unable to meet the set target date owing to system failure and requested an extension to 15 June 2021. The PSA noted the report with disappointment and reserved its right to declare a dispute should the employer fail to implement on the said date. Members will be updated on developments.

Sexual harassment policy

The employer tabled a draft sexual harassment policy to be reviewed. The *attached* presentation, which included the proposed changes, was provided for inputs. Members are requested to peruse the attached presentation and submit inputs to peter.mngomezulu@psa.co.za and justice.shiburi@labour.gov.za by **13 May 2021**. The original policy document can be found in the intranet of the Department for ease of reference.

GENERAL MANAGER