

Feedback: Departmental Bargaining Chamber (DBC) Meeting: 25 February 2021

Discrepancy salary levels

Members will recall that during the merging of the DMR and DOE, the PSA called for a resolution for the discussion of salary level discrepancies, particularly level 9/10 and 11/12. In this regard, most Assistant Directors and Deputy Directors formerly from DOE are on level 9 and 11 respectively, while those who were formerly from DMR are on level 10 and 12 respectively. Parties in the DBC discussed this matter and labour was informed by the employer that the matter is being consulted with the DPSA. Feedback will be provided in the next DBC meeting.

OHS Compliance and Covid-19 Regulations

Parties resolved to have the OHS Compliance matter as a standing item in the DBC for official consultation. A detailed report from the employer on Covid-19 matters was presented. The Department still maintains the rotational model of 50% capacity in the workplace. In terms of statistics, a total of 91 cases have been confirmed, with 7 cases still active and 3 fatalities confirmed.

Relocation Committee matters

Following the merger to DMRE, the employer has established a Relocation Committee as the movement of employees from one building to the other has become necessary as the Department is trying to synchronize its process. The PSA would like to indicate that labour has not been consulted on this matter. The employer is, however, busy with preparatory work and will soon consult labour. Members should take note that the PSA will not agree to any relocation plans that will disadvantage our members.

Post matching and placing matters.

As agreed at the conclusion of the NMOG process, all employees in the excess list were consulted by the employer to discuss future roles and responsibilities. Affected employees have been given responsibilities in line to what they were doing before the merger and such arrangements will be formalised. The employer indicated that the review and consultation of the Start-up Structure will commence in April 2021.

Clothing allowance

The PSA sponsored the clothing allowance as an agenda item for discussion on basis that employees have not yet received their allowances for the year 2020/21. In terms of backlog, some Directorates goes as far as back as 2019/20. As a result of not having a current policy on the matter, parties agreed that a Task Team be established to consider this item. It was also agreed that the matter will be prioritised to stop employees using their own money to buy official gear.

Policies

Members will recall that DMRE does not have any policies since the finalisation of the merger process. The Department is using DPSA policies/directives to conduct some of its work that need policy direction. The employer therefore introduced 43 policies for consideration and discussion in the next policy task team.

GENERAL MANAGER