

Update: Departmental Bargaining Chamber (DBC) meeting – 19 August 2021

Determination: Vote weights

The GPSSBC Annual General Meeting was held on 29 June 2021 and the following vote weights were adopted:

- Nehawu 56.74% = 774 members
- PSA 42.82% = 584 members
- Popcru 0.44% = 6 members

Implementation: DPSA circular on salary level 09/10 and 11/12

The PSA tabled the matter for discussion and the employer requested that it be sent to the Departmental task team for further engagement. At the Departmental task team the employer responded that the matter is *sub-judice* therefore it would prefer that parties wait for the court process. Labour emphasized the need to deal with this issue as it is prejudicial to most of members. It was resolved that it will remain on the agenda for further engagement.

OHS compliance and COVID-19 regulations

The employer provided an update on COVID-19 reported cases in that 145 positive cases were reported, with 128 recoveries and five deaths. The employer also reported that there are constant OHS steering committee meetings to deal with challenges faced by employees in different regions. The PSA raised concern about the KZN regional office, which had a positive COVID-19 case and was not deep cleaned. The employer noted the concern and committed to ensure that this does not happen again and applauded PSA for raising the issue.

Head Office: Relocation Committee issues

The employer presented relocation plans to labour for adoption. Consultation processes were done in the previous meeting, however, as it stands the employer is awaiting finalisation of the plans by its principals. The PSA raised a concern that there are sections that force employees to relocate even when the implementation date was not officially announced by employer. Labour requested the employer to provide data or statistics of floors that will be affected by relocation processes. The employer indicated that no one should be relocated until official communication is released.

Regional office

The PSA received complaints from shop stewards in the Free State regional office in Welkom that the employer secured a new building in an industrial area with air and noise pollution. The employer confirmed that the area is situated in a polluted place but has requested the Department of Environmental Affairs to do a thorough inspection. The inspection outcome will be communicated to labour. The employer also committed to secure a day with the labour to visit the area for inspection and a fact-finding mission. It was also agreed that this issue will be discussed further at the facility committee meeting. The PSA requested that unions be invited to these meetings.

Insourcing: Cleaning staff and security services

Labour requested that Cleaning and Security staff be insourced by the Department. The employer indicated that it does not have enough budget to insource both Cleaners and Security staff. The employer, however, committed to investigate this issue for future deliberations.

Post matching and placing process

The employer reported that it is currently consulting on the list of affected employees for matching and placing purposes. The decision was that those employees need to be retained on the structure. The employer further indicated that the list of excess employees will be sent to labour. Labour requested a list of employees who were successfully placed and positions that were advertised and filled.

Uniform and protective clothing allowance for 2020/21

The employer reported that the task team agreed to give a uniform allowance for designated employees. The matter is still in the consultation process. The employer indicated that there will be a meeting with Supply Chain Management to finalise payments of allowances to designated employees. The employer then requested that this matter be deferred for the next meeting and proper feedback will be provided in the next DBC.

GENERAL MANAGER