

Feedback: Departmental Bargaining Chamber

Members have been informed about these matters in previous editions of the *Informus* (copies can be obtained from the PSA's website on www.psa.co.za or from any PSA Provincial Office)

OHS compliance and COVID-19 regulations

Members will recall that this item was tabled by the PSA, demanding protection and safety of employees from the pandemic. Labour also raised non-compliance by some Regional Offices. The employer reported that it has established committees in regions and there is compliance in all offices. There are reported increases in COVID-19 cases and the PSA demanded to know how the employer will contain the spread of the virus to protect members. The employer stated that it has a risk assessment that is continuously updated and where there are risks, it will look at the issues of a rotation of staff. The employer also encouraged members to comply with regulations.

Review: Job titles/job functions

Members will recall that the PSA demanded that the employer should absorb employees who were performing functions higher than what they were appointed for. The PSA demanded for this to be expedited and for members to be paid accordingly. The employer reported that its principals are still considering the demand because it involves funding, and it will provide a progress report in the next meeting. It was noted that the internal processes are slow. Members affected by this were previously requested to submit their names to the PSA. Very few names were submitted, and members are requested to consult with their respective PSA Provincial Offices for assistance.

Maintenance Officers

This item was tabled by the PSA, demanding a transfer of Maintenance Officers from the Department of Justice to the NPA. The PSA received information from members that they were reporting to the incorrect employer in terms of the *Maintenance Officers Act*. The PSA therefore demanded the transfer of the members to the correct employer, which is the NPA. Previously, the employer stated that, on principle, it agrees with the PSA and was awaiting approval from its principals.

The employer unfortunately subsequently reported that it was found that Maintenance Officers were correctly placed in the Department of Justice. The PSA referred the matter for facilitation before following the Dispute Resolution Process of Council.

Shop stewards leave

The item was tabled by the PSA, demanding that the employer should approve leave for its shop stewards. The PSA received complaints from shop stewards that when they apply for leave, the employer always reject this, citing non-recognition. The PSA engaged with the employer on this matter without success. There was also no resolution in the Bargaining Chamber with the employer and the PSA referred the matter to facilitation by the Bargaining Council.

Members will be informed of developments.

GENERAL MANAGER