

## Feedback: Departmental Bargaining Chamber - 4 March 2021

### OHS compliance and COVID-19 regulations

The Chairperson of the COVID-19 Steerco reported that there are 340 cases reported, 318 recoveries and 13 fatalities. The Department committed to issue a return-to-work circular under alert level 1 in due course. Employees with co-morbidities are advised to contact the Human Resources unit to make arrangements to work from home. The PSA noted the report and urged the employer to continue to implement appropriate health and safety measures to manage COVID-19 in the workplace.

### Departmental policies

The employer reported that it intends to review departmental policies and requested the resuscitation of the policy task team. A date of the task team will be communicated through the Administrator and the draft policies will be circulated accordingly to labour.

### Insourcing: Security personnel

The employer reported that it is committed to the process of insourcing the outstanding Security officials into the Department but owing to budget constraints, it will wait for the new allocation in the next financial year. The PSA noted the report and urged the employer to fast track the process as the outstanding Security officials are negatively affected by the delay.

### Performance management incentives: 2019/20

The PSA indicated that the delay with the implementation of 2019/20-performance incentives has financial consequences for employees. The PSA urged the employer to finalise the process as a matter of urgency before the cut-off date of 31 March 2021 as directed by the DPSA. The employer noted the concerns raised by the PSA and indicated that the process was at the final stage, as the submission for approval was routed to the executing authority. The employer committed to finalise the process before 31 March 2021.

**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