

Feedback: Departmental Bargaining Chamber meeting

Improvement of qualifications

The employer indicated that it was unable to implement the benefit on Persal for members who qualified, as it is awaiting guidance from the DPSA to load all vacancies to be recognised. This is given that it has challenges with the structure and is awaiting its approval. An update on progress will be tabled at the next meeting.

OHS compliance and COVID-19 Regulations

The employer gave a verbal report, which purported that it is complying with the regulations. However, labour rejected the verbal report and demanded that the employer submits a written report, which must be endorsed by the OHS Committee. The employer will circulate the report through the Secretariat of the DBC for engagements at the next DBC.

Proposed new organisational structure

Members will recall that the employer developed a new organisational structure, which was consulted with labour. It was, however, noted that Treasury refused to make available funds for the new structure and mandated the employer to come up with a structure that will be within its budget. The employer gave an update through a verbal report. Labour rejected the verbal report owing to several contradicting facts when labour raised follow-up questions. The employer committed to draft the report and submit it to labour for further discussion at the next meeting.

Change Management Framework

The employer reported that it has consulted labour on the framework and no issues were raised. Labour endorsed the framework to regulate placement on the new structure.

PMDS Policy

The employer amended this policy after consultation with labour. The policy is pending approval from the DG.

SOP: Rewards and Recognition Policy

The said policy was approved after consultation with labour and will be circulated to employees after approval by the DG.

Guidelines and framework on appraisal and review of Moderation scores

A presentation was done in a previous meeting and the employer is awaiting inputs from labour. Labour requested that a bilateral meeting be convened to discuss the inputs for further discussion at the next meeting.

Deviations from PMDS Policy

Members will recall that there were several disputes emanating from how the employer implemented the above. The employer reported that the disputes were resolved and all members who qualified were paid. Labour requested a written report on the said disputes and how these were resolved before the matter could be taken out of the agenda. The employer agreed to draft a report and send to labour within seven days.

HRD Strategy

The policy was previously tabled for discussion. Members are requested to submit any input on the policy to Gracia.rikhotso@psa.co.za by **9 July 2021**.

Employment Equity Report

The employer requested that the item be tabled at the DBC but requested to engage with labour at a bilateral and will report the outcome of engagements at the next DBC. Labour acceded and the matter was admitted as a new agenda item for the DBC.

Bursary awards

The employer reported that it received two bursary requests that were processed and awarded to the applicants.

Move to new building

The employer proposed a meeting with the facility manager where details of when the move will occur and all other aspects related to the move will be discussed in detail. It was further stated that labour will form part of the meeting. A date will be circulated to labour for confirmation.

GENERAL MANAGER