

Update: Departmental Bargaining Chamber (DBC)

A DBC meeting was held on 23 November 2021 and the following matters were discussed:

OHS compliance and COVID-19 regulations

The employer reported that all precautionary measures are taken by the Department to ensure that the workplace is safe. Existing health and safety protocols remain in place during alert lockdown level 1. Managers and employees are constantly reminded to adhere to safety regulations. Employees continue to work 100% from home and will be required to go to the office when necessary. The employer is also considering for employees to work from home permanently (beyond the COVID-19 era), once the working remotely policy being developed by the DPSA is approved. The employer encourages employees and their families to get vaccinated, to help with protection from high risk of virus infection. With the uncertainty and anxiety arising from the projected fourth wave of infections, this aspect is highly important.

Filling of posts

The employer reported that the submission for the filling of vacant posts (crucial posts) has been approved by the Minister and recruitment processes are underway. This process will assist the Department to close the gap owing to a lack of capacity. Labour welcomed the report as this will improve service delivery.

Employment Equity Report

The employer reported that the Employment Equity Report was submitted to Manco/Exco for approval. The employer will report developments on this report in the next DBC.

Awarding of bursaries: 2021

The employer indicated that bursaries were advertised, and applications were received. The meeting for the bursary committee will take place before the end of December 2021, so that bursary applicants can be informed about the status of their applications.

Fraud prevention and anti-corruption policy and DSBD gifts policy

The employer tabled the policy on fraud and anti-corruption and the DSBD Gifts Policy and proposed that these be deferred to the Policy Task Team for further discussions. Labour welcomed the proposal.

GENERAL MANAGER