

## Update: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber meeting was held on 2 July 2021 and the following matters were discussed:

### OHS Policy and COVID-19 Regulations

The employer made a presentation and indicated that three positive cases had been recorded since the last report, that COVID-19 protocols are observed, and employees are going to work on a rotational basis of 30%. The PSA noted the report but raised concerns about the silence of the report on the vaccine roll out and failure by the employer to provide proof of disinfection of the building after a positive case has been reported. The employer committed to providing a plan for the vaccination of employees who are 50 years and above as soon as the plan is finalised. Labour will be included in the Steering Committee dealing with COVID-19.

On the OHS Policy, the PSA gave feedback of its meeting with the Director-General (DG) on 07 June 2021 regarding the absence of an OHS Policy despite numerous engagements with the employer in the DBC. In that meeting of 7 June 2021, the DG made a commitment that the policy is being finalised internally and will be presented in the DBC soon.

### Implementation: GPSSBC Resolution 5/2014 (Agreement on Recognition of Improved Qualifications in the Public Service)

The employer indicated that a list of qualifications for recognition has been sent to the DPSA for concurrence or approval. The PSA urged the employer not to adopt a *laissez-faire* approach and wait for the DPSA to revert to it but to make continuous follow ups until the matter is concluded.

### Review: Recruitment and Selection Policy

The employer indicated that it has consulted labour and incorporated all the inputs from the PSA. The employer further indicated that it would apply for a special DBC for the adoption of the policy. The PSA noted the submission by the employer.

### PMDS 2019/20

The employer indicated that it has provided the PSA with a detailed report on statistics of the 2019/20 PMDS as requested. The PSA acknowledged receipt and noted the report.

### **Closure of offices: December holidays**

The employer indicated that it is unable to accede to the request by the PSA to close its offices for the festive holidays from 28 to 31 December 2021 where employees will not be required to utilise their leave days because the Department plays an oversight role of initiation schools during that period. The PSA indicated that very few employees are involved in the oversight role and urged the employer to re-consider the request carefully. The employer agreed to re-consider its decision and report in the next DBC.

GENERAL MANAGER