

Feedback: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber meeting was held on 21 May 2021 where the following matters were discussed:

OHS Policy and COVID-19 regulations

The employer indicated that there are no positive cases or casualties recorded since the last report, COVID-19 protocols are observed, employees are going to work on a rotational basis of 50%, and that the OHS policy is still undergoing internal processes and will be tabled in the DBC when finalised. The PSA noted the report but voiced disappointment at the non-finalisation of the OHS policy by the Department and indicated that it will be escalating this matter to the Director-General as accounting officer for his intervention.

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

The employer indicated that the process of updating the codes for qualifications has been concluded and that the updated list will be sent to the DPSA by 25 May 2021 for endorsement or approval. The PSA noted the feedback but urged the employer to act swiftly because this matter is long overdue.

Review: Recruitment and Selection Policy

The employer gave an update that the task team met on 13 May 2021 where inputs from the PSA were incorporated in the policy and requested for the policy to be adopted. The PSA acknowledged that its inputs had indeed been included in the policy but requested time to get a mandate from members to adopt the policy. The employer agreed to grant the PSA until 4 June 2021 to seek a mandate to adopt the policy.

PMDS 2019/20

The PSA enquired about progress on the finalisation of performance assessments for 2019/20 and whether employees have received their notch increment and/or bonuses. The employer indicated that it has finalised all performance assessments for 2019/20 and that a detailed report of statistics regarding this matter will be sent to the PSA by 25 May 2021.

Closure of offices: December holidays

The PSA canvassed with the employer to close its offices for the festive holidays from 28 to 31 December

2021 where employees will not be required to use their leave days as was done in previous years. The employer indicated that it will escalate this matter to its principals and provide feedback in the next DBC.

GENERAL MANAGER