

Departmental Bargaining Chamber (DBC)

OHS Compliance and COVID-19 Regulations

The employer presented statistics on COVID-19 from March 2020 until end of September 2021 as follows: 572 positive cases reported; 507 recoveries; 36 current active cases and 29 fatalities. The employer further indicated that 75% of employees attend the workplace, all protocols are observed and there is a vaccination site at its Head Office. The PSA noted the report and urged the employer to engage labour in the Steering Committee regarding the circular on mandatory vaccination from the DPSA.

Collective agreement of 2018

The PSA raised discontentment regarding the non-implementation of the 2018-collective agreement in its entirety whereby the employer is repeatedly citing the same reasons of financial constraints. The employer noted the concerns by labour and committed to submit a written proposal within seven days on how it intends to ensure full compliance with the collective agreement, where parties will subsequently engage on the employer's proposal.

Policies

- Housing Policy
- Cell phone Policy
- Bursary Policy
- PMDS Policy
- Skills Development Policy
- Fleet Management Policy

These policies are being consulted at the Departmental Task Team (DTT). The policies will be brought to the DBC for ratification after having been fully consulted at the DTT.

Reduced bonus: Section-76 employees

Labour raised concerns that the performance bonus of section-76 employees of the *Water Act* was reduced without consultation as those employees are not employed in terms of the *Public Service Act* and should not be affected by the DPSA circular. The employer took note of the concerns and committed to take this matter to the Director-General and engage further in the next DBC.

Vote weights

The following vote weights were presented for noting:

- PSA: 2 473 members (44.16%)
- Nehawu: 3 026 members (53.93%)
- Popcru: 107 members (1.91%)

GENERAL MANAGER