

Feedback: Bi-lateral meeting

The PSA requested a bi-lateral meeting with the employer to discuss the following:

Organisational structure

The PSA raised a concern with the ECDoT vacancy rate, which could be triggered by lack of transparency of the organisational structure. The Employer reported that the proposed structure is awaiting concurrence by the DPSA. The PSA objected to this as it cannot be presented with an approved structure and requested to be furnished with a copy of the current structure and the proposed structure to make inputs. A committee to discuss the proposed structure will be formed and meet between July/August 2021.

Employment Equity Plan and Implementation Strategy (targets)

The PSA advised that the employment equity be looked at horizontally cutting across all levels, especially the lower levels and not prioritise senior positions, as is the practice. The employer reported that strict employment equity measures are applied to accommodate gender sensitivity. A need to revive the employment equity committee was identified and the employer will set a date for this.

24/2 & 24/7 shift system process

The PSA acknowledged the 24/7-pilot project to improve traffic visibility at night, but critical safety issues were identified for consideration by the employer. The meeting resolved that a labour forum meeting be held in June to discuss the safety needs as addressed by the PSA.

Mthatha Fire Fighters

The employer directed that a meeting with all role players be arranged to discuss the different employment contracts of Fire Fighters to finalise the matter.

Road camps

The PSA raised concern on the camping allowance policy and camps' conditions. The PSA will submit its areas of concern for further engagement on the policy.

Members are reminded that third wave of COVID-19 is upon us and compliance with COVID-19 protocols is important. Constant wearing of masks, observation of social distance, washing/sanitising of hands and limiting moves will save lives.

Members will be informed of developments.

GENERAL MANAGER