

Update: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 19 May 2021 and the following matters were discussed:

OHS compliance and COVID-19 regulations

The employer gave a report that one employee passed away owing to COVID-19. The offices were immediately disinfected. No other positive case has been reported since the last report. A PSA representative has been included in the steering committee dealing with COVID-19 in the Department and employees are still rotating on a 50% basis for going to the offices. The PSA noted the report but raised grave concerns about the allegation that the deceased employee was forced to report for duty despite having reported that he was displaying COVID-19 symptoms. The PSA also questioned the effectiveness of the steering committee. The employer noted the PSA's concerns and made the commitments to follow up on the allegation that the deceased employee was forced to report for duty despite being unwell and to make counselling immediately available to all employees, who may need counselling, at the employer's expense and indicated that the steering committee is sitting quarterly and that the next meeting is scheduled for next week.

Review: Recruitment and Selection Policy

The employer brought this policy for consultation after a request by the PSA for the policy to be reviewed. The PSA is of the view that certain clauses of the policy are prejudicial to internal employees. The policy will be dealt with by a task team consisting of the employer and labour before it can be ratified by the Chamber.

Performance assessments (PMDS) 2019/2020

Members will recall that it was previously reported that the performance assessments of 2019/20 were concluded and employees paid their bonuses and pay progression, however, the PSA raised concerns that some employees' performance scores were unilaterally reduced by the Moderating Committee, of which the PSA assisted those members to lodge appeals. The employer indicated that a submission to appoint a panel to deal with the appeals of those employees is currently in the Director-General's office and the outcomes (of appeals) are expected by the end of May 2021.

Policy: Other remunerative work

The employer requested for the adoption of the policy as the inputs from the PSA have been incorporated in the policy. The PSA acknowledged that the inputs were indeed incorporated but requested for time to get a mandate from members to adopt the policy. The employer agreed to grant the PSA until 31 May 2021 to seek a mandate to adopt the policy.

GENERAL MANAGER