

Feedback: Departmental Bargaining Chamber

A Departmental Bargaining Chamber was held on 24 March 2021 where the following matters were discussed:

OHS compliance and COVID-19 Regulations

The employer reported that there are currently no active cases and that it is doing everything possible to ensure the safety of employees, i.e. 50% of employees going to work on a rotational basis. The employer purchased enough masks and sanitisers; not more than three persons allowed in a lift, etc. The PSA noted the report by the employer but raised concerns about labour being excluded from the Steering Committee (SC) dealing with COVID-19 and enquired about the employer having a risk assessment plan. The employer committed to include the PSA in the SC and to send PSA the risk assessment plan and OHS Policy by 26 March 2021.

e-Memo Solution

The employer indicated that it has already started processing submissions online through the e-Memo Solution, which is used by most employees and that this will minimise the risk of infections (COVID-19) by touching documents. The PSA noted the report by the employer and encouraged the employer to ensure that all employees are trained on the system. The PSA encourages members to use the system and calls on members who encounter challenges with the system to report these to Mr Dumo Diko (dumo@gcis.gov.za).

Selection and Recruitment Policy

The PSA raised concerns about the implementation of the Selection and Recruitment Policy in its current form as it disadvantages most internal employees. The PSA requested for the policy to be reviewed. The employer tried to justify the policy but reluctantly agreed to bring it to the DBC for review.

PMDS 2019/20

The PSA is delighted to inform members that the employer implemented the performance assessment of 2019/20 after the PSA put pressure on the employer and that performance bonuses were paid on 22 March 2021.

The PSA raised concerns received from some members that their assessment scores were unilaterally reduced by the Moderating Committee, which negatively affected the bonuses they received. The employer indicated that it was not aware of the reduction of scores of employees but invited the PSA to provide names of affected employees. The PSA calls upon all affected members to provide their names and details of their individual cases to Mr Dumo Diko (dumo@gcis.gov.za).

GENERAL MANAGER