

## Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 4 October 2021 and the following agenda items were discussed:

### **OHS Compliance and COVID-19 Regulations**

The employer indicated that it is unable to engage on the matter because labour referred the matter for facilitation in the previous DBC meeting. The PSA was flabbergasted by the employer's attitude as this is a compliance issue, and the employer needs to provide regular updates of how it is managing the pandemic, irrespective of the deadlock on the matter. It was resolved that the employer will provide labour with a written report by 8 October 2021.

### **Call Centre Manager post**

The employer reported that the post has been filled in that a new person has been appointed in the post. Labour noted the report. It was agreed that the matter will be removed from the agenda.

### **Movement of employees to align with establishment structure**

The employer indicated that it still awaiting the job evaluation results from the DPSA and a way forward will be determined after receiving the results. The PSA was irked by the employer's report because this matter is long outstanding and requested for a detailed project plan of how the employer intends to address this matter. The employer rejected the proposal by the PSA. A deadlock was reached, and labour referred the matter for facilitation.

### **Unsafe building: Polokwane**

The employer reported that the building in Polokwane is safe and OHS complaint. The employer's view about the safety of the building was opposed by labour based on complaints received from members. A deadlock was reached, and the matter was referred for facilitation.

### **Performance assessments: 2018/19**

The employer indicated that the matter was finalised, however, committed to submitting a report that was requested by labour regarding those assessments by 13 October 2021.

### **Monitoring compliance of precautionary suspensions**

The employer reported that all precautionary suspensions are monitored and that it complies with the

relevant collective agreement. The PSA rejected the employer's report as no report at all and requested a detailed report, i.e., number of suspensions, number of days of each suspended employee, status of case etc. It was resolved that the employer will provide a detailed report to labour by 13 October 2021.

### **Monitoring compliance: OHS framework and policies**

It was resolved that the report that will be submitted by the employer on COVID-19 to labour by 8 October 2021 should also include the status of buildings of the employer.

### **Parking facilities: 34 Hamilton Street**

The employer reported that MANCO approved the procurement of a new building, which will address the shortage of parking, and that the procurement process will be done within six months. The PSA noted the report but raised concerns about the current situation where employees' cars are broken into on the streets. The employer committed to taking proposals submitted by labour previously to its principals for consideration and revert back to labour by 13 October 2021.

### **Modernisation Project: Business enhancement**

The employer indicated that it has submitted a written submission to labour on this matter. Labour indicated that the submission only addresses the ICT part but not all aspects of the project and referred the matter facilitation.

### **CRM uniform**

The employer indicated that it has engaged labour in the policy task team in March 2019 and that the policy is ready for adoption. The PSA raised grave concerns about the time lapsed between now and March 2019 and that some of the inputs made by labour were never considered by the employer. It was resolved that the matter will be referred to the policy task team of the employer for further engagements.

### **Policies: Access control to data center; gender equity; bursary; employment equity; debt management; professional services providers; bank and cash; anti-corruption; job evaluation; Persal; recruitment and selection; OHS; training and development; transfer and secondment and whistle blowing**

The employer indicated that the CEO has approved the access control to data centre; professional services providers and bank and cash policies on an emergency basis and that the rest of the policies are either tabled for ratification or tabled for consultation. Labour raised grave concern at the bad and dangerous precedence set by the employer by approving policies without consultation. Furthermore, labour requested the employer to rescind the three approved policies and refer these for consultation. It was resolved that labour will be given until 31 October 2021 to either make inputs or get a mandate on the rest of the policies.

GENERAL MANAGER