

Departmental Bargaining Chamber (DBC)

A DBC was held on 28 July 2021 where the following matters were discussed:

Section 23 benefits

The employer reported that it has implemented the majority of benefits. It further reported that this is an ongoing exercise where the employer is dealing with outstanding benefits, i.e. clothing allowance. The PSA noted the report. Members will remember that the PSA instituted contempt proceedings against the Executive Director of IPID and the matter is scheduled for 13 August 2021 at the Labour Court.

Status of lease for City Forum Building and possible relocation

The employer indicated that IPID moved from City Forum Building to Benstra Building in Arcadia in May 2021. The PSA raised concerns received from members regarding the new building, i.e. some lifts not working and cars being broken into at the parking area. Parties agreed to rename and leave this item on the agenda to monitor or identify challenges with the new building. The employer also committed to conducting change management sessions for employees from 6 August 2021.

Review: Recruitment and selection policy

The PSA indicated that it submitted its inputs to the employer on 3 May 2021. The employer responded that it will arrange a task team meeting to engage on the inputs received from labour.

OHS compliance and COVID-19 regulations

The employer provided a verbal report that there has been a slight increase of cases since June 2021 and that all COVID-19 protocols are being adhered to. The PSA rejected the verbal report as insubstantial because it cannot interrogate or engage the report and requested the employer to address all concerns raised in the previous DBC. The employer committed to providing a written report addressing all issues, i.e. number of positive cases, deaths, workplace attendance, vaccination plan/roll out, etc. by 30 July 2021.

Filling of vacant and funded posts

The employer provided feedback but the feedback was not responding to the issues raised by labour in the previous meeting. The PSA voiced disappointment and displeasure on the employer coming to the

DBC unprepared and not addressing issues that were raised. Parties agreed to have a special DBC to address this item.

Policy: Medical-aid subsidy i.r.o section 23 of IPID Act

The employer indicated that it implemented the policy from April 2021 because the PSA was taking too long to revert and pronounce whether it would participate on the consultation of the policy as this matter is *sub-judice* at the Labour Court. The PSA was not happy and flabbergasted by the employer's arrogance of unilaterally implementing the policy. Parties agreed that the employer will provide labour with the approved policy, names of employees consulted before approval and that the PSA will pronounce its stance after having received the said documents and having sought counsel.

Performance assessments: 2019/20

The employer reported that it implemented performance assessments for 2019/20 towards the end of April 2021 and is currently busy with the 2020/21-performance assessments. The PSA noted the report and is delighted to inform members that the employer only finalised the 2019/20-performance assessments after the PSA put substantial pressure on the employer.

GENERAL MANAGER