

## Feedback: Departmental Bargaining Chamber meeting

A Departmental Bargaining Chamber was held on 13 October 2021 and the following agenda items were discussed:

### **MISA's response to COVID-19**

The employer presented a written report indicating that employees continue to work on a rotational basis. Employees over 60 years are working from home. Employees with underlying medical conditions are also allowed to work from home. The PSA noted the report with disappointment because it was insubstantial and lacked finer details, i.e., number of infections, number of fatalities and no plan or communication strategy to employees regarding the vaccination rollout. The PSA further raised concerns on the failure by the employer to provide employees working from home with tools of trade, i.e. laptops and data, which the employer committed to attend to.

### **Compliance to OHS Act**

The employer presented a report on its efforts to comply with the *OHS Act* and that an Occupational Health and Safety Committee has finally been established. The PSA noted the report but raised grave concern about the Committee's effectiveness and how it is constituted. The employer committed to engaging the PSA outside the DBC to address the concerns and to make a follow up with the Department of Employment and Labour regarding the inspection of the employer's building (Head Office).

### **MISA Organisational Development (Structure)**

The employer made a presentation indicating that it has contracted a service provider to conduct a work study investigation and to advise it on a proposed structure. The PSA noted the presentation and cautioned the employer that it must allow for sufficient time for consultation on the development of the structure as soon as it has accepted the recommendations from the service provider.

### **Policies**

- Employment Equity policy
- Acting policy
- Funeral and Bereavement policy
- Bursary policy

- Internship policy
- Training, Education and Development policy

The employer tabled the above-listed policies for consultation. The policies will be consulted on by a task team and brought to the DBC for ratification or adoption afterwards.

### Vote weights

The following vote weights were presented for noting:

- PSA: 58.11% (43 members)
- Nehawu: 40.54% (30 members)
- Popcru: 1.35% (1 member)

GENERAL MANAGER