

Feedback: Departmental Bargaining Chamber (DBC) meeting - 12 July 2021

Transfer of Port Health Services

The planned meeting with the Director-General could unfortunately not take place as yet owing to competing priorities. Upon request from the employer, parties agreed to remove the item from the agenda. Individuals who still have issues of concern will be able to address these on an individual basis.

Monitoring: Implementation of clause 12.1 - Resolution 1/2012

Parties agreed to remove the item as no further concerns or grievances were received from members on the implementation of this Resolution.

Social Development: New organisational structure

Labour sought clarity on the rationale for a new structure and how the structure is redesigned to increase functionality. The employer indicated that the new structure was formed as a result of some branches being moved from Social Development, such as Early Childhood Development to Basic Education and Rights of Persons with Disability being moved to the Department of Women and Children owing to the reconfiguration process. The employer further stated that discussions have not been concluded between the Presidency, Department of Women and Social Development to finalise the move of these functions. Parties agreed to retain the item on the agenda and regular updates will be given to the DBC.

Bereavement and Hospital policy

Labour requested that the item be retained on the agenda as they were unable to get feedback from members. Members are not all reporting to the office at once and are working on a rotational basis. This is complicating the consultation processes during level-4 lockdown.

Re-integration of employees from Civitas to Dr AB Xuma Building

The employer gave an update on the status and stated that Supply Chain processes have been concluded and a service provider will be appointed after the DG's approval. Labour maintained its position that no employee should be forced to report at the new building pending re-integration. The item will be retained on the agenda.

Transfer: Forensic Chemistry Laboratories from NDoH to NHLS

Representatives from PSA members employed on the FCLs, were in attendance. The Chamber received

a report from the Secretariat that the Council was unable to endorse the Transfer Agreement concluded in the Chamber. This did not affect the transfer to NHLs process as of 1 April 2021. It was noted that parties are welcome to still raise issues pertaining to the transfer, but outside of the Chamber owing to its jurisdiction. Labour raised concerns that, to date, employees have not received new appointment letters. Until this was complied with, labour is of the view that the transfer is not yet concluded and therefore discussions should continue. Unfortunately, the employer confirmed that the transfer is completed and any matter relating to affected employees needs to be addressed and raised with the new employer, NHLs. The Chairperson removed the matter from the agenda as parties could not agree to its removal. Labour raised that there are still outstanding matters that needed to be addressed around the different benefits.

Transport allowance for move from Civitas to Dr AB Xuma

Based on a proposal made in the previous meeting by labour, the employer responded that it will be offering a bus from Civitas to Dr AB Xuma for staff who don't have means to get there. There will, however, be no financial reimbursement for those who will be using their cars. Labour noted the response and requested that the item be retained in the agenda to allow report back and obtain a mandate from members. Members are requested to submit their mandate for the acceptance or rejection of the proposal through their nearest PSA Provincial Office or to Ms Velucia Maluleke at Velucia.maluleke@psa.co.za.

Implementation of grade progression of Resolution 1/2009 for OSD for Social Service Profession

It was agreed in the previous meeting that the employer would circulate a consolidated report to labour. Unfortunately, the report was not yet completed owing to challenges on the availability of stakeholders. The item was retained on the agenda and the report will be circulated before the next meeting.

PHSDSBC Resolution 3 of 2019 on payment of annual registration fee

The report from the employer will be circulated to parties. The matter will remain on the agenda for reporting purposes.

Nomination of OHS representatives for new building

Parties confirmed that a proper process was followed to nominate and appoint new OHS representatives after the PSA complained about appointments that were done. This was not in compliance with the *Act*. This item will now be removed from the agenda.

Dr AB Xuma office allocation

Labour requested time to draft a guideline that will be used to allocate offices at Dr AB Xuma. This follows labour's disappointment on the criteria used by management to allocate offices.

2019/20 PMDS

The employer secured an extension from the DPSA for 2020/21 until 30 November 2021. Moderation processes are underway for the 2019/20 PMDS. Labour raised concerns about employees who do not have tools of trade and that the current moderation processes are excluding them. The employer committed that it would submit a detailed report at the meeting on the 2019/20 PMDS and it is not aware of any employees who are excluded.

Monitoring tool: Psychosocial support of Care Givers

The Task Team, established by the Chamber, developed a template to be used as a monitoring tool for consideration. Parties, however, raised concerns as some of the information required will result in personal information of employees being exposed. It was agreed that the matter will be further discussed at the next meeting and parties will obtain further input on the tool for discussion.

GENERAL MANAGER