

## Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 27 October 2021 and the following agenda items were discussed:

### OHS Compliance and COVID-19 Regulations

The employer presented statistics on COVID-19 for the last three months as follows: 7 positive cases reported for August; 3 positive cases in September; no cases reported in October and no fatalities reported since the beginning of August. The employer indicated that only a third of employees goes to the workplace even under lockdown level 1 and that employees are encouraged through e-mails to vaccinate against COVID-19. The PSA noted the report and encouraged the employer to continue being vigilant in managing the pandemic.

### Working Conditions: 40 Church Street

The PSA raised discontentment that the employer failed to comply with the commitment it made in the facilitation held on 25 August 2021 to provide labour with a comprehensive report regarding the building. The PSA further gave the employer an ultimatum to provide the report regarding the building by 15 November 2021, failing which the PSA will explore other legal avenues for recourse.

### Transfer of Municipal Financial Recovery Services (MFRS) from Office of Accountant General (OAG) to Intergovernmental Relations

The employer indicated that the *status quo* remains as in the last meeting in that the accounting officer is still studying the report with findings and recommendations from the task team. The PSA registered disappointment with the pace at which the employer is handling this matter because it has been ongoing for a very long time without conclusion. The PSA further indicated that it would seek an alternative avenue to resolve this matter if there is no significant progress to the satisfaction of the PSA in the next DBC.

### Policies

- Recruitment and Selection Policy
- Learning and Development Policy
- PMDS Policy
- Employee Relations Guidelines

- Coaching Framework Policy
- Employment Equity Policy
- Smoking Policy
- Rotation Framework Policy
- Policy on Reasonable Accommodation
- Revised Recognition and Reward Policy
- Membership of Professional Bodies Policy
- Supply Chain Management Overarching Policy

These policies are at various levels of consultation where the employer expressed sincere gratitude to the PSA for its meaningful and valuable participation in the development and review of the policies. The policies will be brought to the DBC for ratification after having been fully consulted at the Departmental Task Team.

GENERAL MANAGER