

## Feedback: Annual General Meeting and Departmental Bargaining Chamber meeting (DBC) - 11 August 2022

### Vote weights

The following vote weights were presented for noting by parties:

- PSA – 75.91% (6 924 members)
- Nehawu – 22.67% (2 068 members)
- Popcru – 1.41% (129 members)

### Border Management Agency (BMA)

The PSA raised a concern about non-consultation regarding the recruitment and training programme for border guards. Border guards continue to carry out their duties before the BMA legislation is gazetted. Parties agreed to convene a special DBC to discuss developments in the BMA.

### Review: Sexual Harassment Policy

The PSA tabled the matter on the agenda. The purpose was to align the policy to the provisions of the new Code of Good Practice on Harassment into the sexual harassment policy. The PSA emphasized that workplace bullying should be included in the policy as per the new directive. The matter was deferred to the policy task team for further deliberation.

### OHS compliance and COVID-19 regulations

The employer reported that there were no COVID-19 cases reported in the current quarter. The employer discontinued COVID-19 steering committees. The employer further reported that OHS committees were resuscitated and representatives were appointed accordingly. The PSA noted the report and raised concern about the conditions of infrastructure in various offices. Parties agreed to convene a bilateral meeting to discuss the conditions of offices, including ports of entries.

### Discipline management report

The employer reported that there were 18 misconduct cases reported in the first quarter. There are ten suspension cases, one unfair dismissal case is at arbitration level, two Labour Court cases were completed, which resulted in R3.7 million expenditure.

### **Provincial Consultative Forum (PCF)**

Parties agreed to resuscitate all PCF structures. The terms of reference of the PCF will be reviewed. Deputy chairpersons will be nominated. A programme with dates will be shared with parties through the Administrator.

### **Vacancy report**

The employer reported that 1 013 vacant, funded posts were allocated and approved. In total, 534 posts were shortlisted and 235 posts were filled. There were 200 posts allocated to BMA. The Department will recruit 10 000 youth graduates for the digitisation project to capture records on the system. Parties agreed to convene a bilateral meeting to discuss the details of the project.

### **Modernisation process**

The employer reported that it is in a process to introduce IT systems to enhance the capacity of the Department to improve service delivery. Projects such as ABIS, BAS, E-visa and E-gate systems will be implemented by the Department. Parties agreed to convene bilateral meetings to discuss developments in the projects.

### **Recognition of DHA qualification**

The employer reported that there are 404 employees who are attending the skills development programme to acquire the DHA qualification. The employees would be expected to submit a portfolio of evidence after the course is presented. The PSA requested the employer to consider the qualification during the recruitment process.

### **Supply: Immigration uniform**

A task team was formed to distribute the outstanding immigration uniform to various ports of entries. The task team reported that the distribution process was underway and requested to provide a comprehensive report at the special DBC meeting.

### **Housing accommodation challenges**

A task team was formed to conduct inspections in all housing accommodations in the land border posts. The task team discovered that the condition of the infrastructure did not comply with OHS regulations. Employees are sharing the accommodation and are expected to pay rent of R900 per head. There is no security in the houses. The houses are poorly maintained. The PSA requested an urgent meeting with BMA management to resolve the concerns raised.

### **Deployment to foreign missions**

The employer reported that the drafting of the foreign mission deployment policy was underway and will be tabled at the next DBC meeting. It further reported that the recruitment process of the foreign mission posts was stopped owing to discrepancies in the advertisement. Parties agreed to convene a bilateral meeting to resolve the matter.

### **Review: Water disruption circular**

The employer reported that the circular is being reviewed and will be signed off by the Director-General. A workshop was convened with provincial representatives to outline the proper implementation of the circular. The signed circular will be shared with parties through the Administrator.

### **Declassification of DHA into security department**

The employer reported that the matter will be tabled at the PSCBC after salary negotiations. A workshop will be conducted to update labour on the project.

Members will be informed of developments.

The employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER