

Feedback: Pansalb Bargaining Forum - 4 August 2022

Update: Organisational structure redesign

The PSA tabled the matter following complaints from members that the employer failed to follow due process in consulting employees on the organisational structure review. It further requested the employer to establish the task team that deals with the review of the organisational structure inclusive of labour. The employer reported that the process is already at an advanced stage but committed to arrange a bilateral meeting with the PSA and to establish the task team as proposed.

Filling of vacant positions

The PSA tabled the matter following complaints from members that the employer has advertised positions a year ago and these were never filled. Consequently, some employees are expected to perform duties for which they are not paid. The employer reported that in the past few months, it was able to finalise some positions and appointments were made. It further acknowledges the delay caused and committed to improve. The PSA requested the written submission from the employer, which indicates the number of positions still to be finalised and by when these will all be finalised. The employer committed to provide such a report soonest.

Movement of Chief Language Practitioners

The PSA indicated that even after the matter had been resolved in the previous meeting, that no Chief Language Practitioner be moved to any office. Some affected employees received emails from their supervisors regarding the potential move and it was a surprise to them as they were informed that the matter had been resolved at the Bargaining Forum. The employer indicated that it was not aware of the communication but will issue communication to all employees about the decision taken in the forum.

Disposal of assets

The employer reported that the process of assets disposal is still underway, and that there is a committee that deals with assets disposal. It further reported that the Office of the CFO received two memos, which requested to dispose movable and intangible assets. The Office of the CFO disapproved the said memos as these did not comply with the *PFMA* and Treasury Regulations. There will be a meeting with all relevant stakeholders about the process and feedback will be provided in the next meeting. The PSA noted the report.

Medical aid

The PSA tabled the matter following complaints from members that their current service provider for medical aid is not favourable. It indicated that post-retirement employees are struggling as their medical-aid benefits do not cover them and an employee over 50 years of age who wishes to join the medical aid for the first time is not allowed. The employer indicated that it is aware of the challenges and that there were engagements with GEMS as the potential service provider, however, there will be a meeting with EXCO. A progress report will be provided in the next meeting. The PSA noted the report. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER