

Feedback: Departmental Bargaining Chamber meeting - 11 May 2022

OHS compliance and COVID-19 regulations

It was reported in the previous *Informus* that the PSA invoked section 17 of the GPSSBC governance rules about non-provision of cloth masks. The facilitation meeting resolved that the employer should not recall 100% of employees back to work, until cloth masks are procured and allocated to employees. The rotational system will continue to be implemented. The employer reported that a submission was routed to the Director-General to approve the procurement of cloth masks. The PSA maintained that the employer was in contravention of the COVID-19 regulations and urged it to fast track the procurement process. The PSA will refer the matter to the Department of Employment and Labour, should the employer fail to provide feedback by 13 May 2022. Members will be informed of developments.

Organisational structure reconfiguration

The employer reported that the Department was convening a workshop to discuss the action plan regarding the reconfiguration of the organisational structure. The employer will extend the invitation to entities such as the DPME, GCIS, and the Planning Commission.

Departmental policies

The PSA objected to the tabling of the social media policy and argued that the provisions of this policy must be included into a Communication Policy. The employer noted the submission and requested to seek a mandate from its principals.

Leave automation system

It was reported in the previous *Informus* that the employer was busy implementing an automated leave system. The employer started to pilot the sample of the system with the Human Resources Management Directorate. The PSA will monitor the piloting process.

Overtime provisions

The PSA received reports that employees at the presidential accommodation, households and transport unit were disadvantaged by the 30% threshold for overtime allocation and payment. Most employees at those workstations are expected to work more than 30% of overtime, whereas the employer does not pay them accordingly. The PSA urged the employer to put proper measures in place to manage the overtime

process to avoid such discrepancies. The employer noted the concern and committed to investigate the allegations and provide feedback in the next meeting. Members will be informed of developments.

Uniform procurement

The PSA received reports that employees at the presidential accommodation, households and transport unit did not receive the uniform over a period of two years. They continued to use their own private clothes to conduct their work. The PSA condemned such unfair conduct and urged the employer to procure the outstanding uniforms as a matter of urgency. The PSA further requested the employer to reimburse the employees retrospectively for the non-provision of uniform for a period over two years. The employer noted the concerns and committed to refer the matter to its principals for consideration and a mandate. Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER