

## Feedback: DCOG Departmental Bargaining Chamber (DBC) - 7 November 2024

### Review: Selection and recruitment policy

Members will recall that the employer acceded to the PSA's demand to review the recruitment and selection policy to allow labour observer status during shortlisting and interviews. The employer indicated that it also amended the policy to align it to the DPSA Directive on Human Resource Development for Public Service, which came into effect on 1 April 2024. **Members are requested to provide a mandate whether or not to adopt the policy.** The mandate must be submitted to [PumezaT@ndmc.gov.za](mailto:PumezaT@ndmc.gov.za) by **15 November 2024**. If no mandate is received, the policy may be adopted in its current form.

### Status of building: 87 Hamilton Street

The employer indicated that the DCOG is working together with the Department of Public Works and Infrastructure in getting a building, but it was unable to indicate when relocation to new building would take place. The employer also indicated that it was still considering the PSA's demand for the provision of alternative water when water in the building has a brownish colour and would provide feedback in the next meeting. The PSA indicated that the demand was for the employer to provide alternative water regularly and not only in instances when the water in the building had a brownish colour. The PSA requested the employer to ensure that the acquisition and relocation to another building was prioritised.

### Remote working arrangement

The employer tabled a policy on working hours and indicated that the policy would address the PSA's concerns regarding remote working arrangements. Parties agreed that the policy would be consulted in the task team meeting to be arranged by the employer.

### Review: Office accommodation policy

The employer indicated that the old policy dealt with office accommodation and occupational health and safety (OHS) in one policy. The review of the policy was necessitated by advice from the Department of Employment and Labour that the policy be split into two. Parties agreed that the policy would be consulted in the task team meeting to be arranged by the employer.

### Review: OHS policy

The reasons for the review of this policy and the decision taken under the office accommodation policy were applicable to this policy as well.

## Security Policy

The employer indicated that this policy previously fell under three Directorates (Records Management, Facilities and Information, Communications and Technology), which was difficult to administer. The functions of the policy had now been integrated and would fall under Facilities Management. Parties agreed that the policy would be consulted in the task team meeting to be arranged by the employer.

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

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