

## Feedback: Departmental Bargaining Chamber (DBC) meeting – 1 October 2024

During the recent meeting, the following agenda points were discussed.

### Non-payment of 2019/20-performance incentives

It was previously reported that the PSA tabled the matter following complaints received from the Mpumalanga region about the non-payment of 2019/20-performance incentives. The employer reported that the National Review Board Panel meeting took place, all outstanding documents were received and submitted to the Office of the Director-General for approval. The PSA noted the report.

### Performance agreement: Gauteng inspectors

It was previously reported that the employer would meet with the Gauteng Inspectorate to discuss the matter, and feedback was to be provided before the next Chamber meeting. During the recent meeting, the employer reported that a meeting with Gauteng Management was held, and it was decided that the centralised planning would continue despite concerns raised by labour. The PSA raised a concern about the employer's plan to continue with the centralised planning, which requires that all Gauteng Inspectors should conduct 15 inspections within two weeks, whilst their initial performance agreement stipulates that they are required to conduct 15 inspections per month. The so-called centralised planning was unilaterally implemented without consultation with labour. Parties resolved that a special DBC with the employer would be convened to further engage on the matter.

### Departmental vacancy report

The employer reported that the current organisational structure is sitting at 14 091 posts and the Department currently has 4 901 vacant posts across the country. The PSA questioned the employer on what the challenges were that led to the high vacancy rate and raised a concern about the current placement, which is focused on the integrated structure rather than UIF structure. The employer responded that the Department was delayed by the new administration. It further indicated that a meeting with UIF Management would be convened to address such issues. The PSA will continue to monitor developments.

### Conversion of Ixopo Labour Centre and Richmond Satellite Office

It was previously reported that the employer decided to convert Ixopo Satellite Office to a Labour Centre. The Director-General approved that the DBC negotiates a reasonable and fair agreement for the

relocation of staff from Richmond to Ixopo. After the matter was tabled at the DBC, parties resolved to have a task team to deal with the matter. The employer reported that since the previous meeting, there has not been any developments on the matter and the Department is waiting direction from the Chamber on the way forward. Parties resolved that the employer should invite DBC members to the next task team meeting.

### **Shift system: Security Officers**

The employer introduced the matter at the DBC, indicating that the Department does not have enough security personnel to cover for night shift. The report stated that the Department has been implementing overtime for security personnel, however, they are not allowed to work overtime for more than 30 hours in a month. It was further stated that the Department has recently experience break-ins at the head office building. This was caused by the fact that current security officials work from 07:00 to 17:00 and the introduction of the shift system would assist. Parties agreed to defer the matter to the task team for further engagements.

### **Movement of Johannesburg Provincial Office to new building**

The PSA tabled the matter following concern raised by members that employees will be moved to a new building without consultation with labour. The employer responded that the lease on the current building expired, and a new building has been identified, which is about 1.5 km away from the old building . The employer further reported that it was not aware that labour should be informed, however, it committed to extend the invitation to union representatives for the upcoming task team. The PSA expressed displeasure with the employer, particularly the Johannesburg Provincial Office, which is constantly bypassing consultative processes. The employer requested labour to submit two representatives per trade union for the upcoming task team meeting. The PSA will continue to monitor developments.

### **Employment Relations Policy**

The employer reported that the policy has been tabled and is being discussed at the policy task team. It reported that inputs were received from labour. Members are once again invited to peruse the policy and submit their further inputs to [aubrey.mabotsa@psa.co.za](mailto:aubrey.mabotsa@psa.co.za) by **8 October 2024**.

Members will be informed of developments.

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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