

## Feedback: Departmental Bargaining Chamber meeting - 17 May 2024

### Non-payment: 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 the 2019/20-performance incentives. The employer reported that it intervened and most of the deserving employees were paid, however, there are two pending cases that are receiving attention. The PSA welcomed the report and demanded that the employer must prioritise finalising the pending cases.

### Performance agreement: Gauteng Inspectors

Members will recall that the PSA raised a concern regarding the performance agreement of Labour Inspectors in Gauteng. The employer wanted to implement measures that are contrary to the signed performance agreements for Labour Inspectors. Affected employees signed the performance agreement dated 31 March 2023, which required them to conduct 15 inspections monthly. Later, the employer changed the target to 15 inspections per week. The PSA demanded that the Centralised Planning, which requires Inspectors to conduct 15 inspections per week, be put in abeyance until the matter is fully consulted. The employer responded that a letter would be issued to the Director IES in Gauteng to instruct him to suspend this process immediately. The PSA welcomed the commitment by the employer. The PSA will continue to monitor developments and members will be informed of developments.

### Departmental Vacancy Report

The employer reported that the current organisational structure is sitting at 14 118 posts and the Department currently has 4 908 vacant posts across the country. It reported that the high vacancy rate was a result of cost-containment measures from the Department of Public Service and Administration. The PSA questioned the employer on what measures are in place to mitigate the high vacancy rate. The employer responded that the Department had made a submission for the unfreezing of 428 posts, and it received concurrence for only 300 posts. The PSA noted the report and demanded that the employer must fill vacant positions.

### Separation of Compensation Fund and Unemployment Insurance Fund (UIF)

It was previously reported that the Department has decided to separate the UIF and Compensation Fund from the Department emanating from its service delivery challenges of the two entities in terms of audit outcomes. The project seeks to separate these funds into independent entities whilst maintaining

oversight and accountability. The Department's expanded mandate to address unemployment and promote employment is critical. It is the objective of this exercise to understand how the DEL could reposition its service-delivery model to address the needs of the South African labour market. The DEL has requested the Government Technical Advisory Centre (GTEC) to provide technical and advisory services to assist in the restructuring of the Department. The Memorandum of Agreement was signed on 1 April 2023 and was supposed to expire on 31 December 2024. Owing to delays, the project will be extended to 2026 and the project plan will be revised accordingly.

The PSA questioned the employer on the budget for the project. The employer responded that the Department had approved R13 million for the project. The PSA indicated that it would consult its affected members on the matter. Parties agreed to allow labour to consult its constituencies on the matter.

### **Inconsistent implementation: Work-from-Home Policy**

The PSA tabled the matter following complaints from members that the Department does not implement the Policy consistently, in that some Labour Centre employees are allowed to work from home on the condition that they increase their performance targets. The employer responded that it is unfortunate to receive such reports even after a circular was issued to all offices to implement the policy accordingly. The employer further requested the PSA provide information on specific Labour Centres to intervene and feedback will be provided in the next meeting. The PSA will provide the employer with such information. Members will be informed of developments.

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.

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