

Feedback: DEL Departmental Bargaining Chamber (DBC) – 26 November 2024

Non-payment of 2019/20-performance incentives

The PSA had tabled the matter following complaints from members about the non-payment of the 2019/20 performance incentives. The employer reported that that submission to pay was approved by the Director-General (DG) and all recommended employees will be paid on or before 4 December 2024. The PSA welcomed the report and urges qualifying employees to submit details to aubrey.mabotsa@psa.co.za should they not receive their payments.

Departmental vacancy report

The employer reported that the current organisational structure is at 14 091 posts, however, there are 4 857 vacancies. Further, the DPSA granted concurrence for advertisement of 300 posts for the Compensation Fund and Unemployment Insurance Fund where only 15 have been filled and others are at different recruitment stages. The PSA expressed concern regarding the high vacancy rate and urged the employer to do better. The PSA will continue to monitor the situation.

Conversion of Ixopo Labour Centre and Richmond Satellite Office

The employer previously reported that Ixopo Satellite Office will be converted to a Labour Centre and the DG approved that the DBC negotiates a reasonable and fair agreement for the relocation of staff. A task team was established to deal with the matter and presented the following recommendations: Deviation from the resettlement policy; pre-visit to Ixopo by Richmond staff; payment of transfer fees for employees purchasing houses around Ixopo without selling currently owned houses; once-off resettlement incidental cost for employees willing to commute daily; waiving of transport fees as the move is employer initiated; and early retirement without penalties for employees aged 55 years or older. The recommendations will be submitted to the DG for consideration. The PSA noted the report and will await the DG's decision.

Departmental ICT challenges

Upon tabling of the matter by the PSA following complaints that the Departmental system is constantly offline, which contributes to long queues at most labour centres, the employer responded as follows:

- Slowness or unavailability of network is attributed to overloaded bandwidth caused by congestion.
- Service delays, slow traffic or no service is owing to the amount of data required for business transactions by all users, which is more than the network service can handle.

- The Department operates with more than 70 applications with inadequate ICT infrastructure.
- Most Labour Centres' capacities have been decreased to 4 megabytes.
- Services of *Microsoft* were enlisted to conduct an internet assessment to address Cloud hosting services .
- The fibre upgrade project is at the final stage to upgrade all links to fibre to a minimum of 4 megabytes.

The fibre upgrade project will be finalised by the end of this financial year. The PSA will continue to put pressure on the employer until the system is fully upgraded and functional.

Factory production: Supported Employment Enterprises (SEE)

The PSA tabled the agenda item for the position to be evaluated and the employer undertook to provide feedback in the next meeting.

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

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GENERAL MANAGER