

FOR PSA MEMBERS: DEPARTMENT OF COOPERATIVE GOVERNANCE (DCOG)

21-05-2024

## Feedback: DCOG Departmental Bargaining Chamber (DBC) meeting - 14 May 2024

### Review: Selection and recruitment policy

Members will recall that the PSA requested the policy to be reviewed to allow labour observer status during shortlistings and interviews. The employer acceded to the PSA's request and indicated that it is in the process of reviewing the policy to align it to the stipulations in the DPSA directive. The employer committed to table the draft policy for formal consultation in the next DBC meeting.

### Status of building: 87 Hamilton Street

The PSA raised concerns regarding the terrible smell on the third floor, which poses serious health risks to employees. The PSA demanded that employees be allowed to work remotely until a long-term solution is found. The employer responded that it shares the same sentiments as the PSA regarding the smell on the third floor. The employer indicated that employees were allowed to work remotely on 14 and 15 May 2024 whilst the matter was being addressed by the landlord of the building. The PSA indicated that it would monitor the situation on 16 May 2024 when employees return to work and reserves the right to approach the Department of Employment and Labour for appropriate relief, which may include shutting down the building.

### Review: Sexual harassment policy

Members will recall that the PSA tabled this matter for the review of the sexual harassment policy to align it to the *Code of Good Practice on the Elimination of Harassment in the Workplace*. The previous policy was limited to sexual harassment in the workplace. The PSA submitted inputs on the policy, which were accepted by the employer. Proposed changes on the policy will ensure that the policy covers all forms of harassment, *i.e.*, bullying, victimisation, and the appointment of a sexual harassment advisor. The proposed changes also clearly outline the procedure to follow when a case of harassment is reported. Members are given a final opportunity to make further inputs on the policy. Such inputs must be sent to: [kagisho.kagisho@psa.co.za](mailto:kagisho.kagisho@psa.co.za) by **23 May 2024**. The draft policy is *attached* for ease of reference.

### Remote working arrangement

The PSA bemoaned that the remote working arrangement is still being implemented unfairly to some employees. The PSA demanded that the circular on remote working be implemented fairly for all

employees, or the circular be rescinded. The employer indicated that it conducted a survey recently on remote working and is analysing the survey findings, which will be used to develop a remote working policy. The employer committed to table the draft policy on remote working in the next DBC meeting for consultation with labour.

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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