

Feedback: DFFE Special Departmental Bargaining Chamber - 24 October 2024

A special Bargaining Chamber meeting was held on 24 October 2024 where the following issues were discussed:

DFFE Structure (Matching and Placing) Close-Out Report

The employer stated that comments received from labour on 18 October 2024, and from Council on 21 October 2024 were shared with the process owners who are not available to respond to inputs from labour. The employer further reported that SAFCOL has been added as one of the Department's entities and made a plea that parties must engage in discussions. The convening of a special Bargaining Forum was then agreed to by parties before the end of October 2024.

Review: Learning and Development Policy (Addendum to insert contract workers as beneficiaries of bursaries)

The employer reported that the matter has been referred to the policy owners who have not responded and advised that labour can also approach the Bursary Committee with the addendum whilst waiting for the policy owners' response. Parties agreed that labour will also take the addendum to the Bursary Committee whilst awaiting policy process owners' response.

Draft Parking and Revised Supply Chain Management Policies

The employer advised that policy owners were not available to give presentations and that dealing with policies should be resuscitated in the multilateral before being brought to the Chamber. The PSA suggested that parties must form a policy task team where policies will be discussed before endorsement at the Chamber. Parties agreed to the suggestion. Members are encouraged to continue sending inputs to the Chairperson at KMoela@dffe.gov.za, as requested previously.

Reintroduction of Recognition of Improved Qualification discussion

Labour reported that communication from the DPSA suggested that the Improved Qualification Policy has some gaps and requested the employer to respond. The employer stated that the draft policy would be referred to policy owners. Parties agreed to discuss the matter further after the policy owners had made their amendments.

Temporary suspension of courier services

The PSA reported that the temporary suspension of courier services is affecting service delivery and employees are forced to use their own money for delivery of documents in an attempt to ensure continued service delivery. It was requested that such employees who used their own money should be reimbursed. The employer stated that it would approach the principals and respond to labour through the Secretariat regarding the reimbursement and restoration of such critical service.

Payment of pay progression and implementation of grade progression for qualifying employees

Labour enquired on when the employer would implement pay progressions and grade progression for employees who qualified from April 2024. The employer reported that pay progression and grade progression payments would be processed before the end of December 2024. Labour welcomed the report.

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, or contact PSA Provincial Offices.

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GENERAL MANAGER