

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC ENTERPRISES (DPE)

21-08-2024

Update: DPE Departmental Bargaining Chamber meeting - 16 August 2024

At the recent meeting, the following agenda items were discussed:

The previous *Informus* edition refers (copy available on the PSA website at www.psa.co.za).

Non-monetary policy

Members will recall that the PSA requested the employer to develop a non-monetary policy because there is no longer a financial reward (bonus) in the PMDS policy. The employer indicated that it is busy benchmarking with other departments. Furthermore, the employer indicated that the DPSA is busy developing a framework regarding this matter. The PSA noted the submission by the employer and urged the employer to proceed with background work and not wait for the DPSA. The PSA committed to share a similar policy of one of the departments with the employer within seven days to assist it to do benchmarking. Parties agreed that the employer will provide progress on the development of the policy at the next meeting.

Performance management process: Project plan

The employer gave an update on the performance management process plan for the previous and current financial year. It indicated that it is running slightly behind the set timeframes. The PSA noted the presentation but raised concern on whether the employer will meet the deadline set by the DPSA in finalising the performance assessment. The employer gave labour the assurance that the performance assessment for all employees would be finalised by 30 November 2024 and employees paid their notch increment.

Closing of Department of Public Enterprises (DPE)

Members will recall that during the presidential inauguration on 19 June 2024, the President announced that the DPE will cease to exist and will be integrated into the Department of Planning, Monitoring, and Evaluation. The PSA expressed serious concerns regarding the lack of communication from the employer since the announcement of the DPE's closure. The employer has acknowledged its failure to engage with labour and employees on this important matter. The employer has committed to addressing these concerns by issuing a formal communication to employees within two weeks and providing regular updates thereafter as developments unfold.

Review: Recruitment and Selection Policy

The PSA demanded that the Recruitment and Selection Policy be reviewed and aligned with the DPSA directive on human resource management and development for public service professionalisation, which became effective on 1 April 2024. The employer agreed for the policy to be reviewed because it was due for review and to be aligned with the DPSA directive. Parties agreed to meet, and the employer will arrange the task team meeting for the review of the policy.

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

Reuben Maleka
GENERAL MANAGER