



INFORMUS

SINCE 1920
driven by
SERVICE EXCELLENCE

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA)

07-06-2024

Feedback: DPSA Departmental Bargaining Chamber

Occupational health and safety (OHS)

The employer submitted quarter four (Q4) OHS reports. The report highlighted the following factors:

- Automation door at reception is not working properly.
- The smoking signs were not installed in the building.
- Lights are not working on the 7th and 9th floors.
- A leak was caused by a sprinkler pipe in the Heritage building.

The following incidents were reported during the quarter under review:

- An employee injured his finger whilst opening a cooldrink and another employee sustained a cut on the finger whilst replacing a toilet roll.

The PSA noted the report and committed to continue to monitor OHS compliances.

Implementation of grade progression (PSCBC Resolution 3/2009)

The employer reported that the Resolution further seeks to introduce a career-pathing model and grade progression for identified salary levels. Approval was granted to implement grade progression for Security Officers and a few officials who qualify for pay progression in terms of clause 3.5 (3.5.1 - 3.5.3) of PSCBC Resolution 3/2009. The employer will share the list of affected members by the end of June 2024.

Members who qualified for grade progression in terms of the Resolution are requested to submit their particulars to the PSA Chairperson at Raymond@dpsa.gov.za by **10 June 2024**.

Implementation of agreement on recognition of improved qualifications (GPSSBC Resolution 5/2014)

The PSA raised concern that the employer was delaying the implementation of the Resolution since 2014. Employees managed to attain improved qualifications aligned to the scope of their work. The PSA urged the employer to establish a task team to fast track the implementation process so that qualifying employees could be paid accordingly. The PSA committed to submit their representatives to the task team by the end of June 2024.

Progress: Filling of vacant positions

The employer reported that out of 33 advertised posts, only five had been filled. 14 posts were not yet filled. The employer further reported that it was still awaiting concurrence from the Minister to advertise the 27 vacant, funded posts in 2024. The PSA noted the report and urged the employer to complete the organisational redesign of the structure. The employer committed to continuing to consult labour regarding the organisational redesign so that vacant posts could be filled according to the new structure.

Members will be informed of developments.

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