

FOR PSA MEMBERS: **DEPARTMENT OF SPORT, ARTS AND CULTURE (DSAC)**

21-10-2024

Feedback: DSAC Departmental Bargaining Chamber (DBC) meeting – 18 October 2024

Provision of Tools of Trade/ICT Policy

The employer reported that 150 laptops have been issued, radio-link connections will be installed before the end of the year, and permission was received from the City of Tshwane to dig trenches to lay network cables although a timeframe was not provided. Those expected to work from home will be provided with routers to perform their duties. Old cellphones will be disposed of at an agreed fee of R200, and the ICT Policy was endorsed.

Organisational structure/Review/Design

The employer endeavoured to present without sharing documents prior in terms of the rules of engagement and Council rules, to which labour objected. The matter was deferred to a special DBC to be convened within 14 days.

Recruitment and Selection

The employer indicated that there was no report to present on recruitment and selection owing to existing cost-containment measures. The Department has, however, advertised the posts of Recreation and Development, Director-General, and Deputy Director-General. There are also five posts in the Ministry that will be advertised and made permanent but seconded to the Ministry for continuity. The reviewing of the Recruitment and Selection policy will be tabled in the next DBC. Labour noted the report.

PMDS in DSAC

The employer reported that the levels 1 to 12 process has reached moderation level. Incentives for those eligible will be processed before 31 December 2024. Feedback will be given in the next DBC with regard to SMS members. Eligible employees will be advised through internal communication as and when they will be paid. The employer advised that the HRD Policy will be tabled in the next DBC to cover all issues relating to Human Resource Development. The report was noted by labour.

Proposed upgrading: Levels 1 to 3 to level 4

The employer reported that the issue of upgrading lower levels to higher levels is beyond the Department's competency as it resides with the DPSA. It has escalated the matter to the DPSA for advice and it was not

approved as job levels are benchmarked. The PSA noted the response and concurred that only the DPSA is empowered to benchmark job levels.

Language Practitioners: Job evaluation

The employer reported that a submission has been prepared to request the DPSA to conduct job evaluations for Language Practitioners and will be routed before the end of October 2024. Labour will be given feedback as soon as the DPSA responds. Labour noted the report.

Remunerative Work Outside the Public Service (RWOPS)

The resolution in the last DBC was that the employer would give feedback on the progress of RWOPS in the Department. The employer reported that there was no feedback since the matter was dealt with at length. Labour noted and advised the employer that as issues are brought up by employees, the employer would be approached in a bilateral.

Overtime Policy

Parties agreed that the Overtime Policy must be renegotiated in the next DBC and reviewed, if necessary, as it has raised unhappiness amongst employees when their hours of overtime were reduced unilaterally.

Guidelines to manage service delivery during water and power interruptions in workplace

The employer reported that the proposed guidelines to manage service delivery during water and power cuts by the PSA will be rerouted to the Occupational Health and Safety Committee for further deliberations. Feedback will be given in the next DBC.

Members will be updated on 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.

Reuben Maleka
GENERAL MANAGER

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