

Feedback: DSI Departmental Bargaining Chamber meeting – 6 June 2024

Upgrade and acquisition of building

The employer reported that there are delays in advertising the project to upgrade and renovate the head office building. The Department is waiting for the Department of Public Works and Infrastructure to advertise and issue a date for the project plan. Subsequently, the Department requested 4 700 m² at the CSIR as temporary accommodation. The Department was supposed to have moved to the CSIR office space in 2022. The cost of accommodation had increased to R10 000. The Department indicated that its budget cannot afford the cost as indicated and it intends to request the CSIR to cancel the lease agreement. The task team committed to convene a meeting on 10 June 2024 to deliberate the matter further. The PSA noted the report and urged the employer to provide clear directions on the matter.

Health and safety matters

The employer reported that an inspection was conducted on Building 53. The inspection team recommended that lights on the second and third floor must be replaced, and the ceiling must be fixed. The report stated that there was one incident reported during the review period, wherein an employee was injured on duty. The matter was referred to the Department of Employment and labour for further assessment. The office at headquarters is only occupied by 50% of employees owing to challenges related to poor ventilation and cold. All employees would start to work from home from 1 June to 15 August 2024 owing to the winter season. The PSA noted the report and welcomed the decision by the employer to allow employees to work from home during the winter season.

Departmental vacancy-rate report

The employer reported that there are 495 total staff establishments, and 110 posts are vacant. It identified 56 posts to be filled but is experiencing challenges owing to budget constraints. The Department decided to appoint employees in acting capacity and secondment as a temporary measure. There are eleven critical posts and six of these were filled. There were four resignations during the previous report period. A total of 40 employees are due for retirement between 2024 and 2026. The Department reported a 22% vacancy rate. The PSA noted the report.

DSI-structure review

The employer reported that the process for the review of the organisational structure was underway. The service provider who assisted the Department with the processing of the organisational structure

completed the task and submitted the report to the EXCO for consideration before it could be referred to the DPSA for concurrence. The employer committed to continuing to consult labour about any developments regarding the implementation of the organisational structure. The employer further indicated that it envisaged implementing the process as soon as the 7th administration is in place. The PSA noted the report and urged the employer to further consult about job descriptions and job evaluation processes to be undertaken.

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.

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GENERAL MANAGER