

FOR PSA MEMBERS: **GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEM (GCIS)**

22-05-2024

Feedback: Departmental Bargaining Chamber meeting - 16 May 2024

OHS compliance

The employer reported that the Facilities Directorate, which is responsible for reporting on OHS matters, was not available and proposed that the matter be deferred to the next meeting. The PSA raised concern regarding the response from the employer in that the notice of the DBC was issued well in advance and the employer was supposed to have prepared a written report for parties. The PSA further demanded that the employer should submit a written report on OHS compliance and circulate this to parties by 17 May 2024. The employer committed to sharing such a report with labour.

Review of organisational structure

Members will recall that in the previous meeting, the employer reported that it received concurrence from the Department of Public Service and Administration (DPSA). The employer reported that the organisational structure was approved and is currently in implementation stage. The placement process is almost finalised, however, there is one employee from a certain branch who is not happy with the branch in which he is placed. The department is currently addressing the matter. The PSA noted the report.

Departmental failure to fill vacancies

The employer reported that the newly approved organisational structure has 500 permanent posts. It indicated that during the placement process, all 391 posts were placed, and 109 are still vacant as of 24 April 2024. The PSA expressed concern about the current vacancy rate and questioned employer on the measures to mitigate. The employer responded that the DPSA had issued a circular to extend cost-containment measures until March 2025, however, the Department prioritised 31 posts to be filled during the 2024/25-financial year. The employer further reported that of 31 posts submitted to the Minister for approval, 27 posts were approved. It indicated that of 27 posts, 9 are currently in different recruitment stages and 18 others will be advertised soon. The PSA noted the report and demanded that vacant positions be filled to avoid overworking other employees.

Departmental policies

The below-mentioned policies were previously tabled and are still under discussion in the Policy Task Team. The policies will be shared with members for input.

- Catering and Entertainment Policy
- Cellphone and Landline Policy
- Debt Policy
- Financial Delegations Policy
- Policy on Wireless Connection (3G/4G/LTE)
- Petty Cash Policy
- Subsidized Motor Transport Policy
- Integrated Rewards and Recognition Model Policy
- Information Management Policy
- Security Policy
- Transfer Policy

Departmental security breach

Members will recall that in the previous meeting, the PSA tabled the matter following complaints from members that a car belonging to an employee was stolen in the departmental parking. The employer responded that an investigation is still underway, and feedback will be provided after the conclusion of the investigation. It reported that the Department has terminated the services of the security company that was providing services during the time of the incident. The Department has improved its security-management systems following the incidents, as mentioned below.

- All visitors' cars must be searched when entering the building and leaving the building.
- Staff members to arrange parking for their visitors coming to the building.
- Security guards patrol parking and escort visitors from the parking to the reception area.
- Facilities Management to issue parking disks to all staff members using parking and the disk should always be visible when entering the building.
- The request to install boom gates and spike barriers was not approved owing to the limited budget and the possibility of the Department relocating from the building.
- Phones were connected to all entrance gates to improve communication amongst security officials.

The PSA welcomed the progress report and will continue to monitor developments.

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