



FOR PSA MEMBERS: **GOVERNMENT PRINTINGS WORKS (GPW)**

26-11-2024

Feedback: GPW Annual General Meeting and Departmental Bargaining Chamber (DBC) meeting

The Annual General Meeting and DBC meeting were held on 25 November 2024 where the following matters were discussed:

Vote weights

The following vote weights were presented for noting by parties:

Union	Membership	Vote weight
PSA	598	82.83%
Nehawu	122	16.90%
Popcru	2	0.27%

OHS compliance and monitoring

The PSA previously raised concerns about the lack of guidance pertaining to water and electricity disruptions and called on the employer to issue a guiding circular to address the matter. The employer reported that the circular was drafted to outline processes and procedures to be followed during such disruptions. The PSA noted the report and urged the employer to address the OHS non-compliance at the Bosman Street building as recommendations by Labour Inspectors have not been implemented. Parties agreed to convene a meeting on 28 November 2024 in an effort to find solutions to the challenges experienced at Bosman Street building.

Job evaluation and salary upgrades: Proofreaders post

The PSA challenged the wrongful migration of Proofreaders wherein the post was changed from artisan to non-artisan post, resulting in the loss of occupational-specific dispensation status with its benefits and a drastic salary reduction. The PSA called upon the employer to correct the salary package before embarking on a job evaluation process for Proofreaders. The DBC task team assessment correctly recommended that salary packages be corrected. The employer requested to engage its principals for a proper mandate. An urgent meeting will be convened to address this long-standing matter.

Job Evaluation (JE): Quality Controller positions

The employer reported that the JE system was installed by the DPSA, and it intended to evaluate the post of Quality Controller according to the following categories: 40 posts on salary level 4; 3 posts on salary

level 5; 4 posts on salary level 9; and 2 posts on salary level 11. The employer is in a process to appoint a JE panel to adjudicate over the process. The PSA welcomed the report and urged the employer to fast track the process since it was long overdue.

Employment Equity Plan

Members are aware that the employer filled numerous positions without an Employment Equity Plan (EEP), which resulted in a skewed representation in the workplace. The employer reported the intention to develop the EEP to address previous imbalances although it cited cost-containment measures by Treasury as a hindrance to conclude the matter. The employer committed to advertise the vacant positions as soon as cost-containment measures are uplifted. The PSA noted the report with disappointment and urged the employer to move with speed.

Organisational structure review

The employer reported that the organisational structure was approved by Department of Public Service and Administration (DPSA) and National Treasury. Furthermore, the employer indicated that the DPSA issued a directive that all departments were expected to advertise all the posts externally. The PSA noted the report with disappointment as the directive goes against the agreement with the employer to advertise lower-level posts internally to promote existing employees. Parties agreed to form a task team and deliberate the matter further to find an amicable solution.

Relocation to new premises

It was previously reported that the employer identified various alternative buildings to secure new office accommodation for the Department. The process was still under way to choose suitable accommodation. The Department requested the services of the Development Bank of South Africa (DBSA) to provide financial support and fast track the process. The employer reported that the Administration section would be relocated to Amalgamated Banks of South Africa (ABSA) building at Thabo Sehume Street as a temporary measure until 31 March 2025. The portion of staff in the Operations section would be relocated to the offices at Visagie building. The PSA noted the report but indicated that the relocation task team previously recommended that the Post Office building was suitable accommodation for the entire staff. The PSA urged the employer to save costs and consider a building that is suitable for the operational model of the GPW. Parties agreed to convene the relocation task team to deliberate the matter further.

Appointment of temporary workers into permanent posts: Examination section

The PSA previously demanded that temporary workers and seasonal casual workers who worked at the Examination section be appointed permanently. Temporary workers assisted the Department with the printing of examination papers for the past 14 years. There were 120 Printers Assistants who worked diligently during the examination season. It was disappointing to find out that those temporary workers were removed from the database of the Department. It is reported that the Department is currently utilising the services of the database from the Department of Employment and Labour. The PSA demanded the re-instatement of all temporary workers into the Department as permanent workers. The employer noted the concern raised by the PSA and requested to consult with its principals and seek a mandate on the PSA's demand. Parties agreed to convene a bi-lateral meeting as soon as the mandate is received from the employer's principals.

Members will be informed of developments.

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

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GENERAL MANAGER