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FOR PSA MEMBERS: **MUNICIPAL INFRASTRUCTURE SUPPORT AGENT (MISA)**

13-09-2024

## Feedback: Annual General Meeting (AGM) and Departmental Bargaining Chamber (DBC) - 6 September 2024

The below agenda items were discussed at the recent meeting:

### Vote weights

PSA: 76 members (76%)

Nehawu: 23 members (23%).

Popcru: one member (1%)

### Occupational health and safety (OHS) regulations

The employer reported that the OHS report was not yet ready to be presented, but it committed to circulating this within seven days of the meeting. The PSA took note of the report and enquired about the meetings held by OHS committees. The employer confirmed that OHS committee meetings had taken place.

### Organisational development

The PSA had previously raised concerns regarding the creation of positions, the downgrading of certain posts, and the abolishment of others. The PSA argued that the employer had not sufficiently consulted on these matters. The issue was facilitated through the Council, where parties agreed to refer it to a task team for further consultation. This matter is still under deliberation at task-team level. Feedback will be provided at the next DBC meeting.

### Performance Management and Development System (PMDS)

The employer reported that officials had submitted their performance appraisals, and the moderating committee is expected to schedule assessment meetings soon. The PSA took note of the report and requested the employer to fast-track the process, with feedback to be provided at the next DBC meeting. The employer committed to finalising the moderating process for all employees by 31 December 2024.

### Subsidised vehicle scheme

The PSA requested the employer to introduce a subsidised vehicle scheme in line with National Treasury Contract RT57-2021. This contract covers the supply and delivery of various types of vehicles and

equipment, including sedans, commercial vehicles, buses, motorcycles, and more. Many employees in the Department are field workers and currently use their personal vehicles for work purposes. The subsidy would assist them in purchasing vehicles for work, help with retention, and increase productivity. The employer agreed to consider the proposal, stating that the project is currently being costed. It committed to table the working document to the task team for consultation with labour once it is ready. Feedback will be provided at the next meeting.

### **Departmental Policies**

The employer reported that consultations on the Social Media Policy, Travel Policy, Records Management Policy, and Telephone and Mobile Policies were held with labour on 4 September 2024. These Policies are now ready to be adopted for approval. The draft policies were circulated to members for input. The PSA confirmed that the consultation process was sufficient and requested the employer to provide a final version of the Policies for approval by the principals.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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