

Feedback: MISA Departmental Bargaining Chamber (DBC) meeting

Report on occupational health and safety (OHS) regulations

The employer reported the following about OHS activities:

- The employer is busy with a process to nominate OHS representatives. The criteria would include one representative for every 100 employees and two representatives for 101-200 employees.
- The OHS committee would include an equal number of employer and employee representatives.
- The employer is expected to designate firefighters and Marshalls to identify hazards that may result in fire.
- The OHS committee will meet quarterly and conduct site inspections to ensure that there are no hazards.
- The OHS committee met on 30 January 2024 to receive an update on OHS baseline report no 06. The OHS inspection and an update on Safety Management Safety Management Training Course (SAMTRAC) training were also shared.
- Evacuation drills will be conducted every 6 months.

The PSA noted the report and requested that the union representatives be included in the OHS committee.

Reviewed organisational development structure

The PSA raised a concern that the organisational structure was not consulted with labour. The PSA subsequently invoked Section 17 of the Governance Rules. The facilitation meeting was held on 13 June 2024, to resolve the matter.

Subsidised vehicles scheme

The PSA urged the employer to introduce a subsidised vehicle scheme. The employer noted the request and committed to engaging its principals on the matter. The employer would provide feedback at the next meeting.

Review of policies

The employer tabled the following draft policies:

- Sexual harassment policy
- Travel Policy

- Records Management Policy
- Social Media Policy

The draft policies were referred to the task team for further consultation. Copies of the draft policies will be shared with members through their PSA chairperson for input and comments. The task team meeting is scheduled for 16 July 2024.

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