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FOR PSA MEMBERS: **OFFICE OF HEALTH STANDARDS COMPLIANCE (OHSC)**

11-06-2024

Feedback: OHSC Bargaining Forum meeting – 5 June 2024

Scoring method (performance management system)

The PSA noted that the scores of employees who qualified for notch adjustment and performance bonuses were amended without consulting labour. The PSA requested the employer to provide clarity regarding such a decision. The employer indicated that it took such a decision to reduce scores owing to budget constraints. The PSA objected to this explanation and urged the employer to apply performance incentives according to policy provisions. It was further demanded that the employer should budget for performance incentives properly instead of punishing employees who qualified. The employer noted the request from the PSA and committed to engaging its principals and reporting back at the next meeting.

Recognition of qualifications policy

The draft policy aimed to recognise qualifications attained by employees, which is in line with the scope of their work. The draft policy provides for compensation to employees who complete and obtain those identified qualifications. The employer reported that it has submitted the draft policy to the Policy Task Team for consultation. Inputs from members were considered during the consultation process. The draft policy was submitted to the Board for approval. The employer further indicated that payments will be implemented as soon as the policy is approved and there will be no retrospective payments. The PSA noted the report and committed to monitoring the implementation process.

Inconvenience allowance

The employer reported that the increase in the allowance was implemented as per the decision of the bargaining forum. The matter was removed from the agenda. The PSA welcomed progress on the matter.

Carpets

The employer submitted a report, which stated that it was approached by three employees who had a challenge with the carpets. They experienced breathing problems and sinusitis. The PSA noted the report and urged the employer to provide reasonable accommodation for affected employees and place them in office spaces that do not have carpets.

Post-retirement medical-aid benefits

The employer failed to share the post-retirement medical aid-benefit report with labour. The meeting agreed that the report must be shared first with labour before it can be presented at the bargaining forum.

Relocation policy

The PSA proposed to the employer that there is a need to amend the relocation policy after it was realised that the policy does not cover office relocation and that it will pose a challenge given that the OHSC is busy looking for an alternative building. The employer agreed with the PSA and committed to submit a draft policy for discussion by parties on 20 June 2024 for engagements.

Procurement of new building

The PSA requested the employer to provide a progress report regarding the procurement of the new office building. The employer committed to providing a comprehensive report by 14 June 2024 so that parties can engage properly at the next meeting.

Recruitment and selection processes

The PSA requested the employer to allow it to observe during recruitment and selection process. The PSA maintained that it was a practice in the public service that labour is allowed to observe during shortlisting and interview processes. The PSA requested that the policy be reviewed. The employer indicated that it was concerned about the confidentiality of information during the process and was cautious that information could be leaked. However, it committed to seeking a mandate from its principals and revert to the meeting with feedback.

Review of fleet management policy

The PSA raised concerns that there was no consistency when the policy on fleet management is applied. It was further indicated that the employer interpreted the policy incorrectly. It was requested that the policy be reviewed. The employer did not agree to review the policy but agreed to monitor the implementation and compliance of the policy going forward.

Bursary scheme

The PSA raised a concern that the employer should consider providing bursaries to employees since most of them cannot afford to pay for themselves. The employer indicated that it is busy allocating the budget for bursaries to be given to employees. The matter will be discussed at the management meeting and labour will be informed accordingly. The employer further reported that it is engaging the HWSETA to provide training and bursaries to employees.

Tax matter

The PSA requested the employer to provide a progress report regarding the investigation into tax discrepancies for employees transferred in terms of section 197 of the *Labour Relations Act*. The employer reported that a grievance meeting will be held with affected individual employees to resolve the matter and provide a report at the next meeting by 14 June 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.

Reuben Maleka
GENERAL MANAGER