

FOR PSA MEMBERS: **STATISTICS SOUTH AFRICA (STATS SA)**

30-08-2024

## Feedback: Stats SA Departmental Bargaining Chamber (DBC) meeting - 23 August 2024

The annual general meeting for the STATS SA was held on the 23 August 2024, where the following vote weights were presented as follows:

PSA: 1 306 members (46.93%)

Nehawu: 1 340 members (51.58%)

### Occupational health and safety (OHS) matters

The employer reported that all OHS Committees are functional and nominations for OHS representatives for Isibalo House, Provincial Offices and District Offices have been completed. The appointment letters were issued to all elected representatives. The process for training elected representatives is at an advanced stage. The PSA noted the report and will monitor compliance.

### Office closure

**Northern Cape Office:** The employer reported that the relocation of employees was still underway. One employee, a Cleaner, is in the process of being transferred to the nearest office of the Department of Education and will be transferred with the post, The PSA noted the report.

**KwaZulu-Natal (KZN) Lembede Office:** The employer reported that after the floods in KZN, the three Field Workers asked to work from home and report at the nearest district office once a month. The remaining Cleaner was offered a position to assist Field Workers with administration whilst the employer is in the process of sourcing alternative offices.

### Departmental policies

It was previously reported that the following draft policies were tabled at the DBC and referred to the policy task team:

- Recruitment and Selection Policy
- OHS Policy
- Publication and Data Policy
- Harassment Policy
- Mobile Communication Policy

- Vehicle Subsidy Policy
- SMS Vehicle for SMS Members Policy
- Business Process Management Policy
- Departmental Vehicles Policy

The employer reported that the policy task team was unable to be convened since the Department was still dealing with challenges of the dispute about the recognition of shop stewards. The policy task team will now be convened since labour submitted the names of their representatives. The same policies were circulated to members for inputs, with 23 August 2024 as deadline for members' submissions. The PSA urged the employer to fast-track the finalization of the policies so that the conditions of services for employees are not disrupted.

### **Recognition of improved qualifications**

The employer previously reported that the first phase of payments for all qualifying employees was finalized. It further reported that it is in the process of identifying those who resigned and those who passed on. It managed to trace and find five employees who qualified for the recognition of improved qualification. The PSA noted the report and urged the employer to provide a comprehensive report as soon as all qualifying employees are paid.

### **Stats SA: Employment Equity Plan**

The employer reported that it conducted an Employment Equity Plan workshop on 8 and 9 May 2024. It was reported that attendance was poor. The employer requested labour to submit one name per province to be part of the Employment Equity Forum. A DBC task team will be formed to monitor new numeric targets. Labour is to submit the names of task team members on or before 30 August 2024.

### **Organizational structure review**

The employer reported that the second phase to review the organizational structure would start and senior management employees would be consulted. Owing to delays in developing a structure for SMS members, the consultation could not start as planned. The employer indicated that it wanted to align the new organizational structure with the mandates of the 7<sup>th</sup> administration. The PSA noted the report and requested the employer to wait for the Public Service Coordinating Bargaining Council to provide a directive regarding the reconfiguration of government departments under the 7<sup>th</sup> administration.

### **Filling of vacant critical posts**

It was previously reported that labour raised a concern that posts of Chief Financial Officer (CFO) and Deputy Director-General (DDG) were vacant for a long period. There have been officials who acted in the two posts for seven years. The employer indicated that it was unable to fill the two posts owing to budget cuts. It has requested funding from National Treasury and is awaiting feedback. The PSA noted the report and requested the employer to fast-track the process of filling the posts.

### **Ten days Census additional leave**

The employer reminded labour to submit the list of employees who qualified for an additional ten days leave for participation in a Census project. The PSA noted the request and will submit the names of affected employees on 30 August 2024 for the matter to be investigated.

### **Danger Allowance: Field Workers**

The PSA previously requested the employer to consider payment of danger allowance to Field Workers. The nature of their work exposes them to high risks. The employer responded to the request by stating that, according to the Department of Public Service and Administration, Field Workers at Stats SA do not qualify for danger allowance and are not part of the categories on the list of the allowance. Parties agreed to refer the matter to the Public Service Coordinating Bargaining Council.

### **Subsidized vehicles**

It was previously reported that labour requested the employer to consider re-introducing the subsidized vehicle scheme that was put on hold owing to budget cuts. The employer reported that it is still seeking a mandate from its principals and will provide feedback at the next DBC meeting.

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 a PSA Provincial Office.

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