

## Feedback: DPSA Departmental Bargaining Chamber

### OHS and security report

The purpose of the report is to provide progress or status of the occupational health and safety (OHS) compliance and activities conducted to improve OHS compliance in the Department to the relevant Committees. The OHS Unit, with the assistance of OHS teams from the different floors in the building, has a developed schedule of conducting inspections in and around the building and the following findings were identified:

| Findings   | Location                     | Corrective action   | Status   |
|--|------------------------------|---|--|
| 1. Emergency contact numbers not displayed   | Batho Pele House             | The OHS unit has developed emergency contact numbers for the building and has received approval. Communications Directorate for display of the emergency contact numbers around the building. | Internal Transformation Programme requesting approval to display emergency contact numbers |
| 2. Firefighting equipment due for service in November 2024                         | Batho Pele House             | Reported to Broll Consortium  | Annual service for firefighting equipment was done from 25 - 29 November 2024              |
| 3. Fluctuation temperature around the building due the centrally controlled aircon | Batho Pele House             | Reported to Broll Consortium  | Broll Consortium adjusts the temperature as and when people complain about temperatures    |
| 4. Faulty lifts  | CPSI and Batho Pele Building | Reported to Consortium  | Broll Consortium has reported this issue to Schindler                                      |

|                                 |                                   |  |   |
|---------------------------------|-----------------------------------|--|---|
| 5. Expired first-aid stock      | Batho Pele House                  | OHS unit is in process of procuring stock to replace expired first-aid boxes | Specification is being drafted to order first-aid stock   |
| 6. Cockroaches in building      | 7 <sup>th</sup> floor, South Wing | Reported to Broll Consortium   | Fumigation was done on 13 November 2024   |
| 7. Emergency lighting on stairs | West Wing of Batho Pele House     | Reported to Broll Consortium   | This was reported during the last emergency evacuation but was not yet rectified on 25 November 2024 as an inspection was conducted while there was a power failure, and it was completely dark |

The PSA demanded that parties should have a resolution that when the Department is experiencing a water shortage or electricity cuts, all employees need to be released to work from home immediately. The employer responded that the Department has developed a collective agreement that will address such eventualities. The document will be shared with organised labour as soon as all internal processes have been finalised. The PSA welcomed the report and will continue to monitor progress.

### Implementation of Collective Bargaining Resolutions

#### PSCBC Resolution 3/2009

The employer reported that all employees who qualified for grade progression have been paid accordingly. The PSA raised concerns about the lack of a detailed report and demanded that the employer provides a comprehensive breakdown, including:

- The number of employees who have enquired about the matter,
- How many employees qualify,
- When payments were made, and
- The number of outstanding cases.

The employer committed to compiling and circulating this report to all parties before the next meeting. The PSA has noted this and will monitor the matter.

#### GPSSBC Resolution 5/2014

The employer confirmed that the list of improved qualifications, as per GPSSBC Resolution 5/2014, has been shared with organised labour for review. It was further proposed that the matter be deliberated in a bilateral meeting. Parties have agreed to schedule this meeting as soon as possible. The PSA will keep members updated on outcomes.

### Progress: Filling of vacant positions

The employer reported that there are currently 37 vacant posts, of which six have been filled, whilst 31 remain at different recruitment stages. The PSA raised concerns about the response from the employer's

principal regarding labour's demand that all vacant posts be placed in abeyance until the restructuring process is complete. The employer cautioned that delaying the filling of vacant positions could result in losing these posts in the upcoming financial year. The PSA has taken note of this and will continue to monitor developments closely.

### **Organisational culture**

The employer reported that a closed-up report and the outcomes of the survey on organisational culture have been shared with organised labour. A bilateral meeting with the service provider will be arranged to discuss the report in detail. The PSA requested clarity on the timeline for this engagement. It was agreed that the meeting with the service provider will take place by the first week of March 2025.

Members will be informed of developments.

The PSA is committed to ensuring that these matters are addressed in the best interests of members. Please stay engaged for further updates.

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

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