

What's happening in DCOG?

Incentive Policy

Members were recently informed that consultation was concluded and were asked to provide a mandate for adoption of the policy. Where less than 50% of members respond in support of the policy, the PSA Branch provides the final mandate. Such a mandate was provided taking into consideration that the Director-General had already signed off on the policy in December 2019 and the policy was applied for the 2018/19-performance cycle. The employer therefore indicated that the policy was sufficiently consulted upon and removed the item from the agenda.

Occupational health and safety (OHS) compliance

Members were informed of the item to monitor compliance with certain aspects related to OHS. It was confirmed that there is an OHS policy and an operational and trained Occupational Health and Safety Committee (OHSC) in place, on which labour is also represented. However, a report on outstanding or unresolved OHS matters in the workplace for the period 1 January 2018 to 31 May 2019 was also requested. The employer previously indicated that it would be provided by the process owner following the meeting of the OHSC in November 2019. Instead, the employer now indicated that the DBC does not have the jurisdiction to deal with non-compliance issues. Labour was referred to the OHSC and the processes provided for in the relevant *Act*. Labour noted the employer's position but maintained that the DBC has a monitoring role to ensure compliance. Furthermore, it is common cause that there are challenges with buildings occupied by DCoG. Since there were strong indications that the employer might be relocating, labour was waiting to see how this process will unfold. Labour will now pursue the matter as provided for by legislation but asked that the item be retained until further notice.

Implementation: Performance assessment outcomes - 2018/19 cycle

The PSA tabled the matter to monitor progress and determine if the employer was on track to meet the deadline of December for payments. It was confirmed that the process was on track and that no delays were envisaged. In this meeting, the employer presented a verbal report indicating, amongst others, that incentives were paid as follows:

Salary levels 11 – 12: Category A - 7%; Category B - 3,5%

Salary levels 1 – 10: Category A - 9%; Category B - 4,5%

The report was noted, and the item removed.

GENERAL MANAGER