

Feedback Special DBC: 23 November 2020

Shift pattern

The employer tabled a shift pattern (available from PSA Provincial Offices) for discussion and consultation. The proposed shift will ensure that the employer can comply with resting periods as per the *Basic Conditions of Employment Act*. It further indicates that shift starting times can be amended per management area ensuring that management areas can be individualised to the specific needs of the respective management area. The employer is further proposing to sign an average of working hours agreement since it is envisaged that members will work 90 hours during every 12-days cycle. Members are requested to peruse the presentation and provide inputs through their respective PSA Provincial Office by close of business on **4 December 2020**.

Review: GPSSBC Resolution 1/2006

The employer tabled a draft agreement on the review of the Disciplinary Code and Procedure for the Department of Correctional Services. The draft agreement is available from PSA Provincial Offices and members are requested to submit their inputs through their respective PSA Provincial Office by close of business on **4 December 2020**.

Grievance Procedure

The last document that the employer tabled for consultation is the grievance procedure manual. Members are requested to submit their inputs through their respective PSA Provincial Office by close of business on **4 December 2020**.

Parties agreed to arrange a five-day session to conclude on the consultation process for the above draft agreements. It is envisaged that parties will meet before the end of the year to conclude the agreements early in 2021.

GENERAL MANAGER