

## Feedback: Departmental Bargaining Chamber – 27 July 2021

### Determination: Vote weights

The annual vote weights were tabled for noting:

- PSA (139 members) - 91.45% of vote weight
- Nehawu (10 members) - 6.58%
- Popcru (3 members) - 1.97%

### COVID-19 regulations and OHS compliance

Six positive cases were reported and 40 contact and tracings were made. Affected premises were deep cleaned, including offices in Kimberly, Bloemfontein and East London. Members are personally arranging for their vaccination. The Government Employees Medical Scheme (GEMS) and the Department of Public Service and Administration (DPSA) previously undertook to assist with vaccination, but roll-out is yet to commence.

### Improvement of qualification

The DPSA granted concurrence on the list of qualification as submitted. The list would be shared by the employer through the Chamber Administrator. All employees who qualified with effect from 1 January 2013 would be reimbursed for their accomplishment.

### Filling of vacancies

Critical key posts have been advertised and the selection process followed. Two posts of Chief Director, Sector Education Systems as well as for Burial, Heritage and Honour were advertised, as well as for the Deputy Director: KZN Coordinator. The PSA expressed frustrations with the unjustifiable delays in the filling of vacancies for Deputy Director: Labour Relations and Director: Human Resources Management. These critical posts have been vacant for some time. The employer acknowledged the delay and undertook to speed up the process

### Bursary Committee

The employer conceded to the PSA's demand to accommodate participation of labour in the processing of applications in the Committee. A date for its seating will be communicated as soon as possible.

## Organisational structure

The employer engaged the DPSA on the envisaged “To Be” structure. However, the Director-General intimated that a private service provider needs to be considered to expedite finalisation of the process. The DPSA rejected the proposal as the bulk of the work has been completed. The PSA requested the employer to share all relevant correspondence, which the employer promised to share.

## Disparity: Salary level

Parties agreed that a special meeting will be convened for the purpose of sharing information and to investigate any occupational classes where disparities may exist. This meeting is scheduled for 5 August 2021 and members are requested to bring such anomalies/irregularities to the attention of the PSA.

## Policies

The Policy Task Team (PTT) convened on 12 July 2021 and finalised the following policies:

- Performance Management Development System (PMDS)
- Sexual Harassment
- Education and Training Development
- Organisational Development

The PSA submitted its inputs and these were submitted to the Management Committee (MANCO) for consideration. The formatting and contents of Organisational Development were rejected for re-formulation. Copies of these policies can be accessed from the intranet or contact [Jabu.Moche@dmv.gov.za](mailto:Jabu.Moche@dmv.gov.za); [Tshilidzi.Ramaru@dmv.gov.za](mailto:Tshilidzi.Ramaru@dmv.gov.za) and [Noel.Nemauluma@dmv.gov.za](mailto:Noel.Nemauluma@dmv.gov.za).

The following policies are to be consulted at the PTT meeting:

- Management of Grievances
- Management of Discipline
- Employment Equity
- Fleet Management
- Parking

Members are urged to submit inputs to members of the Branch as disclosed above by **16 August 2021**. Members will be informed of developments.

*The PSA expresses sincere condolences to all members and their families who were and/or are impacted by the COVID-19 pandemic. The PSA supports and encourages the taking of vaccination.*

GENERAL MANAGER