

Feedback: Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) - National Departmental Bargaining Chamber (DBC) for Social Development (DSD) 6 December 2019

Performance Management and Development System (PMDS) 2017/18 and 2018/19 cycles

The PSA introduced agenda items to obtain feedback on the performance assessment process, implementation of outcomes, and possible challenges that could delay implementation. Owing to the non-attendance of employer representatives for a period, reports could not previously be provided. In this meeting the employer confirmed that the assessment process for the 2017/18-cycle was concluded and payments effected on time. For the 2018/19-cycle it is almost 99% concluded and no challenges are anticipated that could delay implementation. A written report on the outcomes of both cycles will be provided in the next Chamber meeting.

Overtime policy: Gender-Based Violence Call Centre

Labour tabled an item on the payment of overtime to these employees. Subsequent to this, a dispute was declared outside of Chamber, which was in the process of being arbitrated. The employer indicated that as the matter was therefore *sub judice* that it be removed from the agenda. Labour accepted the removal.

Monitoring: Implementation of clause 18.1 - PSCBC Resolution 1/2012

The relevant clause determines that employees whose posts are graded on salary levels 10 and 12 are to be appointed and remunerated on salary levels 10 and 12 respectively. It was agreed that a task team will be established to ensure compliance. All stakeholders will submit the names of their representatives and labour will submit the terms of reference for the task team for consideration by parties.

Administrative (Admin) Model

The admin model, aimed at ensuring an efficient and even distribution of administrative support provided to Senior Management Service (SMS), was consulted with labour in the DBC and implemented in 2016. Labour alleges that the model has resulted in an imbalance and inconsistencies in the utilisation of Administrative Assistants and asked that it be reviewed. Labour will submit a position paper on its proposals before or in the next Chamber meeting.

Public Service Coordinating Bargaining Council (PSCBC) Agreement on 2019 Reconfiguration of Government Departments

Members were informed of the changes in the configuration of Public Service departments that also involves the transfer of functions from one department to another. The DSD will relinquish the function of Rights of Persons with Disabilities to the new Department of Women, Youth and Persons with Disabilities (WYPD) from 1 April 2020. Members were informed of the concurrence from the Minister of Public Service and Administration for a new macro-organisational start-up structure. The agreement also provides for the establishment of a task team to oversee the transfer process. The Secretariat now informed parties that the process will not be dealt with in the Chamber but that the task team will report to the PSCBC. The item was therefore removed.

Organisational review and enhancement process

Members were previously informed that the Department identified a need to review the organisational structure to address certain inefficiencies such as functional duplications, silo approaches on the execution of operations, etc., and that the Government Technical Advisory Committee (GTAC) was commissioned to assist with the development of the organisational structure and related aspects. GTAC has been given 12 months to finalise the entire project. The employer indicated that the *status quo* remains and that no progress report was available yet.

Ivan Fredericks
GENERAL MANAGER