

FOR PSA MEMBERS: DEPARTMENT OF SOCIAL DEVELOPMENT (DSD)

12-03-2020

## Feedback: Bargaining Chamber

### Monitoring of implementation: Clause 18.1 of PSCBC Resolution 1/2012

The said 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 investigate and ensure compliance. Draft terms of reference have since been drafted and presented by labour. The employer noted the document and will consider it to submit any inputs or counter proposals either before or at the next Chamber meeting. Labour submitted the names of their representatives.

### Administrative (Admin) Model

The employer previously presented a report on the background to the development of the Admin Model and how the process unfolded. Labour requested more time to consult members on the report.

### Organisational review and enhancement process

Members were previously informed that the Department had identified a need to review the organisational structure to address certain inefficiencies such as functional duplications, silo approaches on the execution of operations, etc. 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 presented a progress report. The Project Steering Committee (PSC) has been established and labour representatives from recognised trade unions in Council had been nominated to the PSC. The employer indicated that internally consultation is at a much broader level with all employees but labour asked to also be represented on the Project Management Team (PMT). The employer will submit the request and a response will be provided soon.

GENERAL MANAGER