

Feedback: Chamber meeting

Transfer: Port Health Services

This relates to the transfer of provincial employees to the Department in September **2015** and outstanding payments, concerning various issues. The employer could again not present a final report confirming that all payments were done owing to discrepancies in a draft report that was provided and the unavailability of the responsible employees to discuss this with. The PSA will monitor progress.

Performance Management and Development System (PMDS) policy implementation challenges

Employees have been trained on the aligned/revised policy that was implemented on 1 April 2019. After the training in August, employees were instructed to submit performance agreements (PA) by end of September but the situation at Civitas and the absence of clear operational plans from managers presented serious challenges to comply. The employer again reported that about 40% of employees have concluded their PAs. The technical expert attended the meeting and labour presented its challenges again. After robust debate, stakeholders agreed that these challenges were not related to the policy as such but with the enabling environment required for compliance. Labour demanded that the employer urgently provides outside facilities where employees and supervisors can meet and finalise PAs and, taking into consideration the timeframe, also deal with assessments. The employer was not able to respond even though labour referred it to a written commitment. The employer remained firm on its position that the policy must be complied with no matter what. Any grievances or disputes must equally be handled in accordance with the policy on an individual basis.

Matters and processes related to move from Civitas

Members were informed of the PSA's demand for the employer to secure interim alternative accommodation pending a decision to either relocate to another building or renovate Civitas. The employer indicated that it is still consolidating its mandate.

Non-compliance with occupational health and safety: Forensic Laboratories

Labour previously presented the employer with a list of issues. The employer circulated a report on the same date as the meeting. Labour requested an opportunity to interrogate the report and will respond in the next Chamber.

Non-compliance: Operational Security uniform

A policy was consulted and adopted in 2016 but ever since employees have not been provided with uniforms. The PSA previously requested the urgent establishment of a Uniform Committee in

accordance with the policy to consult employees on uniform items. The employer indicated that owing to the situation at Civitas the availability of the responsible manager and employees to establish the committee remains a challenge. It will respond in the next Chamber.

Reimbursement due to failure to provide Operational Security uniforms

The employer failed to provide uniforms to Operational Security personnel since 2016. Members demand a reimbursement of R15 000 per annum retrospectively from 2016, which should be increased by the annual inflation rate. The amount of R15 000 is based on the last amount spent on the procurement of a uniform per Security employee. The employer indicated that the availability of the responsible manager prevented engagement. The item stands over to the next Chamber.

GENERAL MANAGER