

FOR PSA MEMBERS: CIVILIAN SECRETARIAT FOR POLICE SERVICE (CSPS)

30-07-2019

Departmental Bargaining Chamber (DBC): 26 July 2019

Determination: Vote weights - 2019/20

The Secretary of the DBC announced the following vote weights that were determined for 2019/20 for parties to note:

- **PSA** has **57** members with the vote weight of **47.90%**
- **Nehawu** has **54** members with the vote weight of **45.38%**
- **Popcru** has **8** members with vote weight of **6.72%**

No union has majority status. The implication is that for either a quorum or a decision to be made, two unions and the employer must be present. The same principle will apply when a collective agreement is concluded.

Policies

Parties agreed to determine a new date for the workshop to discuss the following policies that were tabled in the previous DBC:

- Special Leave Policy
- Working Hours Policy

Relocation of CSPS to new building

It was reported that the inspection *in loco* of the new building could not materialise owing to the employer's commitments. The PSA is represented in the relocation task team. A new date will be determined.

Organisational structure

The employer reported that there was no development since the matter was put on hold following the circular that was issued by the DPSA. The employer promised to share with labour any developments.

Organisational health and safety

The PSA tabled this matter, as the rise in serious health and safety issues in workplaces, including casualties, is concerning. The PSA wants the DBC to ensure that the Health and Safety Committee is more effective to ensure that employees are not exposed to an unsafe and unhealthy work

environment. The PSA further requested the employer to update labour regularly on the conditions of the building. The employer acceded to the PSA's request.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER