

FOR PSA MEMBERS: DEPARTMENT OF ARTS AND CULTURE (DAC)

15-07-2019

Feedback: Bargaining Chamber

Relocation of Department: Parking

Parking challenge remained unresolved as the assigned DDG resigned without properly briefing her successor. The employer's chief negotiator reported during the Task Team meeting on 25 July that she is to brief the acting DDG.

Organisational structure

The employer reported that the Government Technical Committee (GTEC) finalised its close-out report. They are aware of the impact of re-configuration on the structure. Feedback will be provided after the pronouncement.

Job evaluation: Language Practitioner

The employer consulted the DPSA for the finalisation of the outcome of evaluation of these Practitioners. During the DBC Task Team meeting on 26 July 2019, parties agreed to seek an appointment with the Director-General to intervene in having the process finalised.

Upgrading: Entry Levels to SL 4

The employer intended to upgrade the entry level for Cleaners in Archives. The challenge is that it is only focusing on cleaning. The newly appointed Chief Director is reviewing the initial proposals for job evaluation. The employer will share the correspondence as agreed.

Review: Salary levels - Archivists

All Departmental Assistant Archivists and Archivists are on salary level 4 and 5 respectively. After consultation with peer Institutions, Assistant Archivists and Archivists are on salary levels 7 and 8 respectively. The PSA, supported by other parties, demanded the employer at national is to benchmark salary levels, which are at 4 and 5. The employer undertook to investigate.

Implementation impact: PSCBC Resolution 1/2012

The employer confirmed that the audit process was finalised. The presentation and submission were tabled for the Director-General's attention. The employer anticipated that it may receive feedback by the end of July 2019.

Occupational Health and Safety: Conditions of buildings

The PSA's motivation for tabling was to monitor the state of buildings on an ongoing basis. Monitoring of buildings refers to National Archives, Film Archives and Sechaba Buildings. The employer fully supported the item. A response on the issues raised will be discussed at the next meeting.

Configuration of Departments

After the announcement of the configuration of Departments, the employer intended to engage labour. The PSA advised that the configuration must be gazetted. Thereafter, Government is to embark on the National Macro-Organisation of the Government (NMOG) process. Finally, the GPSSBC will disestablish existing and establish new Chambers accordingly.

Members will be informed of developments.

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GENERAL MANAGER