

What's happening at DCoG?

Possible transfer of Branch: Municipal Infrastructure Grant (MIG) to Municipal Infrastructure Support Agent (MISA)

The matter was introduced by the employer in September 2018 but since then no progress was reported. The employer now indicated that the matter is not being considered and the item was removed.

Occupational Health and Safety (OHS) compliance

Members were informed of the item to monitor compliance with and consult on matters related to OHS. It was previously confirmed that there is an OHS policy and an operational and trained OHS Committee (OHSC) in place on which labour is represented. The report on any outstanding or unresolved OHS matters for the period 1 January 2018 to 31 May 2019 has not been presented yet. The OHSC will meet in November after which a report will be circulated to labour. If the report requires further interrogation, the responsible senior manager will be invited to address labour in the next DBC meeting.

Incentive Policy (IP)

The employer tabled the policy in November 2018. It was circulated to members for inputs, but none was received. The policy was workshopped in February 2019 and inputs presented but the first final draft was only received back on 25 June 2019. Further inputs were presented early in July, but the final version is still awaited. The employer now indicated that the delay is because of new instructions from the DPSA regarding the dividing of highly-effective performers into different subcategories. It transpired that this was only verbal, and the employer will ask the DPSA to submit it in writing. The employer will circulate the final draft as soon as possible for the PSA to deal with it through its mandating process. A special DBC will be arranged to conclude on the policy as it will determine the incentives payable to eligible employees.

Implementation: Performance Assessment Outcomes 2018/19-cycle

The PSA tabled the standard item to monitor progress with the moderation process and determine if the employer is on track to meet the December deadline for payments or whether there are challenges. The employer confirmed that the process is on track for payment no later than December and that no delays are envisaged. Since the IP policy will impact on the outcomes a close-out report confirming the number of employees per salary levels who received pay progressions and the performance incentive percentages paid, will only be presented in the next DBC early in 2020.

Members will be informed of developments.

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