

# INFORMUS



FOR PSA MEMBERS: DEPARTMENT OF ENVIRONMENTAL AFFAIRS (DEA)

08/11/2019

## *What's happening at DEA?*

### **Departmental Realignment Process**

Members were informed that due to the transfer of functions and the subsequent name change to the Department of Environment, Forestry and Fisheries in April 2020, the revised structure including the admin model, was placed on hold. The agreement on the 2019 reconfiguration of government departments was concluded in October. Amongst others it provides for the General Public Service Sectoral Bargaining Council (GPSSBC) to set up departmental task teams that will oversee the implementation of this agreement in the Departments. The employer confirmed that a substantive amount of preliminary work has already been done under the auspices of the Department of Public Service and Administration (DPSA). Parties agreed that a meeting to discuss developments should happen as soon as possible rather than delaying it to next year.

### **Recognition of higher/improved qualifications**

The consultation process on the qualifications to be recognised, was concluded. However, members did not provide the PSA with a mandate to sign the document and therefore payment to eligible members are delayed. PSA will sign once the mandate to do so is provided.

### **Compliance with Occupational Health and Safety prescripts/legislation**

PSA tabled an item to monitor compliance. A presentation was done by the relevant Directorate confirming that Occupational Health and Safety Committees were established, and representatives are trained and operational. An approved policy is in place although it was acknowledged that it is due for review. The report on any outstanding issues will be presented in due course.

### **Skills Audit**

Members were informed of the appointment of a service provider to do a skills audit (not qualifications) and 93% of employees participated which is a very good participation rate. The audit was finalised and a report is awaited. The terms of reference for the service provider will be circulated to labour.

### **Policies**

- **Information Technology (IT)**

Two IT related policies were reviewed (*Information and Communication Technology (ICT)*)

*Information Technology Security*) and the employer took labour through the main amendments. Both policies deal with work facilities and changes were mainly focused on updates to the legislative framework, operational and procedural changes. Since the existing provisions relating to unacceptable use and non-compliance was not amended, the policies were noted, and the items removed.

- **Resettlement**

The employer previously proposed certain amendments but it was agreed that the employer first benchmark its policy with that of Forestry and Fisheries to prevent a repeat of the exercise once the functions are transferred to the Department. The employer informed labour that all Human Resource policies are now being benchmarked and will eventually be brought back to the DBC.

Members will be kept informed of the developments of the matter.

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GENERAL MANAGER