

FOR PSA MEMBERS: DEPARTMENT OF ENVIRONMENTAL AFFAIRS (DEA)

27-09-2019

Feedback: Departmental Bargaining Council held on 26 September 2019

Vote Weights 2019

PSA remains the majority with 56,28%.

Departmental Realignment Process

The Department will become the Department of Environment, Forestry and Fisheries in April 2020. Therefore, the revised structure including the admin model, is placed on hold. Once the framework on the National Macro Organisation of Government which will guide the process of incorporating the transferred functions is concluded, the matter will be tabled for further engagement.

Recognition of higher/improved qualifications

The consultation process on the qualifications to be recognised, was concluded. PSA is required to attach its signature to the document before it can be presented to DPSA for concurrence and will do so once the mandate is provided.

Compliance with Occupational Health and Safety prescripts/legislation

PSA tabled an item to monitor compliance with legislation/prescripts. The employer proposed that the matter be deferred to a special Chamber to allow the Facilities Chief Directorate to do a presentation to labour.

Skills Audit

Labour was informed of the appointment of a service provider to do a skills audit (not qualifications) to determine the skills required and identify possible gaps which will inform targeted training. All permanent employees will be audited during October. Labour requested the terms of reference for the service provider to be shared with labour. The employer will revert on this.

Policies

The employer tabled amendments to the following existing/approved policies:

- **Working Hours**

To additional lunch break slots were included. It provides for greater flexibility/choice for members and was therefore noted and the item removed.

- **Overtime**

The provision by the Public Service Regulations of 2016 which limits the payments of overtime to 30% of monthly remuneration, was included. Labour insisted that the provision for a possible deviation from this by the Minister of Public Service and Administration, also be included. The amendments were incorporated, and the item removed.

- **Resettlement**

The employer proposed certain amendments. Labour asked that the employer benchmark its policy with that of Forestry and Fisheries to prevent a repeat of the exercise once the functions are transferred to the Department. Further engagement will take place in the next DBC.

- **Electronic Document Management System**

This policy deals with a work facility. Certain operational and procedural changes to the existing policy were highlighted. Since the clauses dealing with unacceptable use and non-compliance was not amended the operational changes were noted and the item removed.

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

Ivan Fredericks
GENERAL MANAGER