

FOR PSA MEMBERS: DEPARTMENT OF MINERAL RESOURCES (DMR)

16-08-2019

GPSSBC Departmental Bargaining Chamber (DBC) meeting - 7 August 2019

Determination: Vote weights

The vote weights for the DMR were reported by the Chamber Administrator as follows:

- PSA has a membership of 444 (49,72% vote weight)
- Nehawu has a membership of 447 (50,06% vote weight)
- Popcru has a membership of 2 (0,22% vote weight)

Members are encouraged to continue with recruitment to ensure that the PSA regains majority status in the Department.

Rotation of staff

The matter was extensively reported upon in previous edition of the *Informus* and engagements were on-going. In the DBC on 7 August 2019 the employer indicated that the matter was overtaken by events and should therefore be withdrawn from the agenda. Labour requested the employer to unpack those events. The employer was not able to provide the information and it was agreed that it would be provided to labour in writing within the next 14 working days.

Working Hours Policy

This is a policy was tabled by the employer previously and was consulted upon meaningfully. After the policy was adopted at DBC level, the employer should have implemented it in the new financial year. However, parties were informed by their constituencies that the employer had withdrawn implementation of the policy, citing an internal decision by the Director-General to withdraw the new policy from being implemented. In the DBC on 7 August 2019 the employer indicated that this matter should be withdrawn from the agenda as it will be further engaged upon as soon as the issue of configuration has been finalised. Labour was not in agreement with this proposal owing to the extensive consultation process that was undertaken. Parties then reached consensus that this matter will remain on the agenda. The employer then proposed that the Review of Recruitment and Selection policy be withdrawn from the agenda.

Issuing of corporate gifts to employees who qualified for Long Service Awards 2018

This matter was a matter tabled by the PSA after members who qualified for long service in 2018 did not receive their corporate gifts as prescribed by the policy. The employer indicated that it had challenges with service providers and that the matter is near finalisation.

Labour requested the employer to prioritize the matter.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER