

FOR PSA MEMBERS: DEPARTMENT OF LABOUR - COMPENSATION FUND

21-10-2019

Departmental Bargaining Chamber Meeting: Feedback - Facilitation: Policies

Parties met on 9 October 2019 for facilitation. On 15 August 2019 the employer reported to labour that it had taken a unilateral decision to implement the following policies: Gift Policy, Recruitment and Selection Policy, Transfer Policy, Bereavement Policy, Resettlement Policy, Job Evaluations Policy, Internship Policy and Smoking Policy, without labour's input as a result of the last meeting that was not attended by labour. This comes after labour requested for the meeting to be rescheduled owing to other commitments.

The policies were previously tabled by the employer at the Chamber and referred to a task team that was established to workshop the policies and obtain input from parties. Several meetings took place and some meetings were rescheduled owing to the unavailability of the employer.

In line with the Governance Rules of the Chamber, the task team isn't a formal consultation structure, hence all policies must be adopted at the Chamber. If there is disagreement between parties in the process, this must also be recorded at Chamber level.

Labour registered its displeasure and concerns on the arrogance of the employer for failing to accommodate labour's submissions and input on the policies. Labour appealed to the employer to withdraw the mentioned policies and allow labour's inputs to be incorporated. The employer refused to agree, which led to the facilitation process, especially on the Recruitment and Selection Policy that is in question at the Compensation Fund.

At no stage did the PSA sign or agree with the implementation of the mentioned policies. The facilitation process unfortunately failed to yield positive results and the PSA is considering other dispute resolutions processes to resolve the deadlock. Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER