

FOR PSA MEMBERS: DEPARTMENT OF LABOUR

21-08-2019

## Feedback: Departmental Bargaining Chamber meeting

### Vote weights

The vote weights for the Chamber were tabled. The PSA represents the majority of members in the Department with a vote weight of 61,81%.

### Non-filling: Funded posts

Labour raised concerns regarding the non-filling of funded positions and the employer's failure to provide a progress report as per Resolution 1/2018. The employer, at the meeting, committed to fill all vacancies by 30 November 2019.

### Organisational Employee Satisfaction Survey

Labour raised concerns regarding the employer's failure to implement its intervention plan to address concerns raised by employees on the ESS report. The employer presented an incomplete ESS implementation plan, which was noted by labour. Parties agreed to establish a task team that will work on the implementation plan to be presented to the next special meeting of which date will be determined by the Secretariat.

### Draft Terms of Reference: Occupational Health and Safety (OHS)

The employer reported that the draft terms of reference for OHS were referred to the Inspector General for input. It was also reported that after the Inspector General considered the draft, it will be tabled for discussion. The PSA noted the report.

### Non-implementation: Clause 4.2 of PSCBC Resolution 1/2012

The employer reported that the Resolution was implemented in full. The PSA noted the report and agreed to the removal of the item.

### Rectification: Salary discrepancies - Security Officers

The employer reported that the task team met and had identified some discrepancies. The PSA noted the report and urged that the matter be finalised with urgency.

### Human Resources policies

Parties reached a deadlock as a result of the employer implementing policies unilaterally. Clause 17 of the Governance Rules was invoked. The Secretariat will set the matter down for facilitation.

**Salary disparities: CSO posts, Call-Centre Officials/ICT**

The employer reported on disparities on CSO posts and Call-Centre Officials as a result of Experience and Legal requirements. Labour was dissatisfied with the report and requested that more details on the matter be tabled at the next meeting.

Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER