

FOR PSA MEMBERS: DEPARTMENT OF TRANSPORT (DoT)

16-10-2019

## Update: Department of Transport – DBC and AGM

### Review: Policies

The employer tabled several policies in consultation with labour:

#### **Safety, Health, Environment, Risk and Quality Policy (SHERQ)**

The pillar (SHERQ), as described in the Employee Health and Wellness Strategic Framework (2008), deals with intangible factors of safety, health, environment, risk and quality management for purposes of optimal occupational health and safety of employees; safety of citizens; sustainability of the environment and management of occupational and general risks and quality of government products and services. This policy is intended to provide measures aimed at identifying health and safety concerns, reduce the occurrence of occupational incidents, injuries and safety concerns, reduce the occurrence of occupational incidents, injuries and illnesses and promote employee well-being.

#### **Employment Equity Policy**

The Employment Equity Policy was tabled for consultation as a new policy in the Department. The purpose of the policy is to provide guidelines concerning the implementation of the *Employment Equity Act, 55 of 1998* that will direct the Department with the development of specific programmes, plans and actions to eliminate any unfair discrimination in its employment and redress the effects of unfair discrimination. The PSA welcomes the employer's initiative to draft this policy as it will ensure compliance with the *Act* and eliminate unfair discrimination in the Department. The policy will apply to all employees of the Department and covers "equal pay for work of equal value", "medical testing", and psychological testing".

**Members are urged to submit inputs to the PSA through PSA Provincial Offices by 21 October 2019** or directly to Joseph Mashigo on [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za). Copies of the draft policies can be obtained from PSA Provincial Offices.

### Determination: Vote weights - GPSSBC Chambers 2019/20

The following vote weights were announced and accepted by parties as the vote weights for unions admitted at the GPSSBC Bargaining Chamber for the Department of Transport:

Union	Membership	Vote weight
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<b>PSA</b>	308	
UNIPSA	0	
NUPSAW	1	
NPSWU	0	<b>52.46%</b>
HOSPERSA	0	
<b>TOTAL</b>	<b>309</b>	
<b>NEHAWU</b>	274	
<b>TOTAL</b>	<b>274</b>	<b>46.52%</b>
<b>POPCRU</b>	6	
PAWUSA	0	
SADTU	0	<b>1.02%</b>
<b>TOTAL</b>	<b>6</b>	
<b>GRAND</b>	<b>589</b>	<b>100%</b>
<b>TOTAL</b>		

The PSA celebrates its status as the official majority Union at the DoT DBC and commits to continue protecting and promoting members' rights and interests.

Ivan Fredericks  
GENERAL MANAGER