

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION

18-09-2019

Feedback: Departmental Bargaining Chamber

Review: HR policies

The employer reported that the consolidated draft input from labour on the Internship, Bereavement, Recruitment and Selection policies will be presented on 12 November 2019.

Health and safety issues

The employer reported that concerns from labour on fire hydrants' functionality were resolved and this was confirmed by labour. The employer will provide a detailed report on progress after the Labour Inspector issued it with a non-compliance order for improper storeroom with stationery, which was closed by the Inspector.

Merging: Food Aid Service and Cleaning functions

The employer reported on the benchmark of job descriptions and grading levels for Support functions, Cleaner, General Worker, as per the Circular issued on 2 October 2012. Labour rejected the employer's presentation on the basis that the request was based on the merging of the two functions (Food Aid Service and Cleaning) and not on a benchmarked job description. Parties agreed that labour will submit a proposed job profile on the function by 28 of September 2019 for consideration and thereafter it will be subjected to a job evaluation process.

Review: DPSA organisational structure

On 30 August 2019, parties agreed that the employer will send a revised term of reference and project plan by 6 September 2019. These documents were received by 10 September 2019. Labour raised a concern that the employer delayed the process by sending documents a day before the meeting on 11 September 2019 and requested input by 12 September 2019. Labour undertook to submit its input by 20 September 2019. Members are requested to submit any additional input to the PSA's Branch Chairperson or directly to Mlungisi Ndlovu at mlungisi.ndlovu@psa.co.za **before 19 September 2019.**

Determinations:Vote weights GPSSBC chamber 2019/20 as of 31 March 2019

The latest vote weights as tabled are as follows: The PSA has 126 members with a vote weight of 40.45% and Nehawu has 186 members (59.23%).

Members will be updated on developments.

Ivan Fredericks
GENERAL MANAGER