

Feedback from DBC

PMDS appeals: 2015/16 and 2016/17

The employer reported that that all appeals for the 2015/16- and 2016/17-financial year was concluded. It further reported that those appeals that resulted in the employees to receive financial payment (levels 1 to 10) were also concluded. The employer is, however, still finalising payment for qualifying employees on salary levels 11 to 15.

Non-filling of vacant positions

The employer reported that as at 7 June 2019, the Department had 58 vacancies. It provided a detailed report on these vacancies, indicating in which stages of the recruitment processes they are. The employer committed to provide a further update at the next DBC meeting.

Health and safety

The PSA raised a concern with the employer regarding the condition of the building. The employer also performed various health assessments to test the quality of air and water. The PSA demanded that an inspection *in loco* to be undertaken to test if fire hydrants had water. The meeting adjourned and the *in loco* inspection confirmed that two of the fire hydrants did not have water. This places employees in serious risk in case of fire. The employer was given until 10 July 2019 to ensure that all fire hydrants are fully functional, or members would be advised not to enter the building, as the employer cannot guarantee their safety.

Restructuring

Members informed the PSA that it seems that the employer is embarking on a restructuring exercise. The employer denied this and indicated that labour will be consulted as required by law if it does embark on such a process. The employer indicated that two pieces of legislation were recently enacted, which will result in the DPSA performing additional functions. It reported that a decision is yet to be taken on the form these structures would take. It can either be a branch in the DPSA or a government component. The employer confirmed that should it affect the DPSA structure, it will engage labour.

Ivan Fredericks
GENERAL MANAGER