

INFORMUS



FOR PSA MEMBERS: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM (DRDLR)

28-05-2019

Departmental Bargaining Chamber (DBC): 24 May 2019

Policies

The following policies were consulted, finalised, mandated and subsequently adopted at the Chamber:

- Discipline
- Parking
- Acting Appointments
- Personal Data Management and Access Security
- Transformation and Employment Equity.

The following policies are currently undergoing mandating processes:

- Overtime
- Counteroffer
- Termination of Service
- Operational Design Policies

Policies currently being consulted are:

- EPMS
- Transfer
- Working Hours
- Gift Management

At the Chamber, the employer promised to table the Language Policy for review. It further promised that an addendum to this policy will be developed and customised to Deeds Office to address concerns emanating from the lodgments that are filed in Afrikaans and English.

Occupation-specific dispensation (OSD)

The employer reported that concerns emanating from the implementation of OSD Resolutions are receiving attention.

Deeds Diploma in Law

The employer reported that job description and job evaluation processes were unfolded to ascertain the impact of their outcome on salary level 7 as per this qualification. Unfortunately, the outcome has retained the salary level, meaning this qualification is a minimum qualification for entry. A Degree thereof is recognized as improved qualification.

Organisational change management interventions

The employer reported that training of shop stewards on job evaluation is currently taking place in Regional Offices. It will be finalised at the end of May 2019.

Public Private Partnership (PPP) Project

Labour previously tabled a concern about this project, fearing that it might negatively affect the jobs of employees. The employer, after investigation, reported that the project is properly done in terms of Treasury Regulation 16 for PPP. No employee will be prejudiced.

Contravention of Recruitment and Selection Policy

The employer reported that an investigation on cases cited as contravention of this policy were conducted. A report will be provided when the investigation is finalised.

Contravention of Clause 6.4: GPSSBC Resolution 3/2014

The said Resolution grants union representatives access to fax, e-mail and photocopy facilities. The PSA raised a concern regarding access to emails. The employer reported that it will address the matter amicably.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER