

## What's happening at DTA?

### List of recognised improved qualifications

Members were kept informed about this issue in previous edition of the *Informus*. The list has since been signed by all stakeholders and submitted to Department of Public Service and Administration. The item will remain on the agenda until concurrence is confirmed.

### Policies

To assist with securing inputs and providing a mandate to adopt policies, the PSA created an email group to submit policies directly to members. This ensures that members are provided with a fair opportunity to consider the documents. The PSA also submitted inputs where required.

### Training and Development

The policy was circulated to members for inputs on two occasions. No inputs were received. The policy was also workshopped, and PSA presented inputs - most of which were incorporated in the final document. The consultation and mandating were thus concluded. The PSA noted the policy and indicated that there is no objection to the employer proceeding. The policy itself inclusive of the training application which the employer stated, is a separate document from the undertaking, was removed from the agenda. The PSA, however, rejected the training undertaking, which has the status of a contract, since it could not accept certain clauses that were retained regardless of its inputs. Parties agreed to set up another meeting to discuss the document. The item will be retained as Training Undertaking.

### Subsistence and Travel

The draft policy was circulated to members for inputs. The employer indicated that it was urgent. As no inputs were presented by members, the PSA informed the employer that it noted the policy and there was no objection to the employer proceeding. The item was removed.

### Recruitment and Selection

The employer tabled a draft policy for consultation. The policy will be circulated to members for inputs.

### Compliance with occupational health and safety (OHS)

The PSA tabled an item to monitor compliance with three aspects related to OHS. The employer confirmed that an OHS committee was established. On outstanding issues, the DTA acknowledged it was not compliant and presented a 2017 report to confirm this. However, since the lease agreement is between Cooperative Governance and Public Works, the DTA has no authority or budget to

implement recommendations. The employer tabled its own policy that was circulated to members for inputs. None was received and the policy will now be processed according to the PSA mandating process.

### **Performance Management and Development System 2018/19 cycle**

The employer confirmed that the moderation process is almost finalised with only one Branch outstanding. It does not foresee any challenges to comply with the December pay date. Final outcomes will be presented in the next DBC.

Members will be informed of developments.

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GENERAL MANAGER