

Feedback: General Public Service Sectoral Bargaining Council (GPSSBC) Departmental Bargaining Chamber (DBC) for Traditional Affairs (DTA)

Implementation: GPSSBC Resolution 5/2014 - Recognition of Improved Qualifications in Public Service

Members were provided with the list of improved qualifications the employer identified as relevant and/or related to its respective areas of work and which it intends to recognize, provided it was successfully and fully completed **without state funding since 1 January 2013**.

The consultation process was concluded, and a mandate was provided for the co-signing of the list. The list was signed in December, but the employer subsequently requested the list to be resigned because it omitted the Departmental letterhead. The list was resigned on the 8th. It will be presented to the Department of Public Service and Administration (DPSA) for concurrence and the item will remain until agreement is confirmed.

Policies

Previously the Department of Cooperative Governance assisted the DTA with human resource (HR) functions, including developing policies. HR policies therefore applied to both Departments and were co-signed by both Directors-General. The DTA has since started to function independently and as part of this process tabled three policies for consultation with labour. The policies were circulated internally to members in March 2018 to provide inputs, but none were received. The policies were consulted in April 2018 and numerous inputs were provided. Currently, the Department doesn't qualify for a formal PSA structure. Therefore, to assist with the mandating process, the PSA created an email list to circulate the revised final draft directly to members for inputs to allow a fair opportunity to consider policy documents.

Bursary Policy

No inputs were presented by members. The consultation process was therefore concluded. The PSA, however, identified some corrections that were presented to the employer. Once these have been incorporated, the policy will be removed from the agenda.

Training and Development

The first final draft was circulated to members. Some inputs were presented on the training undertaking but none on the policy itself. This was submitted to the employer together with some further corrections on the policy. Parties agreed to meet and discuss these. The policy will only be removed once consultation has been concluded.

Performance Management and Development System

Members on both occasions did not present any inputs on the policy. In accordance with the mandating process, PSA principals are also consulted for inputs to be presented to the employer. The policy will only be removed once consultation has been concluded.

Members will be informed of developments.

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GENERAL MANAGER