

Feedback: Departmental Bargaining Chamber

Review: Support Staff Model for Team Assistants, Advanced Team Assistants, Personal Team Assistants, Personal Assistants and Executive Assistants

These employees are performing the same duties but are paid differently in terms of whom they reporting to. The PSA demanded that the employer urgently corrects the anomaly and places employees on same levels. After an incumbent in the reporting line vacates a post, it must be advertised in line with the DPSA's provisions.

IEMS (Integrated Electronic Management System)

The employer reported that the *status quo* remains as it could not provide labour with information on the litigation process regarding the IEMS project. It also reported that a risk assessment was conducted in IDAD, however, it would provide feedback as and when it receives a report from the COO. Labour enquired on the cost of the project as well as whether there would be consequence management for managers responsible for the project. The employer failed to provide the report as agreed and stated that it could not get cooperation from the unit and will send the report before the next meeting.

GPSSBC Resolution 5/2014 (Recognition of Improved Qualifications)

The employer reported that it will issue a circular, requesting employees to confirm first with their managers, if the qualification they intend to study is relevant and meets the requirements of the Resolution. Parties agreed that the list could not be exhaustive but could not have a disclaimer because the Resolution does not provide for such and the DPSA has rejected its inclusion.

Transfer: DTI functions to IDC

This item was tabled by the PSA, demanding that it needs proper consultation. Minister Ebrahim Patel announced during the budget vote speech that certain functions that were performed by DTI will be transferred to IDC. The employer was not aware of this and promised to provide a response before the next meeting. The PSA demanded that the employer should suspend the process until proper consultation in the Chamber has been finalised.

Skills audit

Previous feedback on the matter refers. Despite denial by the employer, members reported that they were forced to undergo training. The PSA demanded to get clarity from the employer and confirmation that no employee will be subjected to pay the costs of compulsory training.

The employer reported in the meeting that the Director-General acceded to the PSA's demand and that no employee will be required by the Department to pay back money should they decide to leave after training.

Unilateral amendment: Approved DTI FER Policy

As members are aware, the Department amended the policy without consultation at the bargaining chamber. The PSA demanded a special meeting, which is the relevant forum to discuss amendment of policies. The PSA invoked clause 17 for the matter to be taken to a facilitation process after parties failed to reach a solution. Facilitation took place on 28 June 2019 and the outcome was that any aggrieved employee affected by the policy should follow the individual dispute route. Secondly, any party may request for the review of the policy at any time.

Extension: FER Contracts

The PSA previously demanded names of countries of which Contracts of Replacements were extended. The employer stated that it could not provide labour with the names but will provide feedback after consultation with its principals. The employer stated that it could not disclose countries of which contracts were extended.

Review: Policies

In the previous Chamber meeting, the employer tabled the following policies and before representation could be conducted as agreed, the employer signed off the policies: Funeral Policy, Probation Policy, Policy on Scholarship and International Donor Funded Programmes, Recognition of Long Service, PMDS, Leave Policy and Job Evaluation Policy. At the facilitation of 28 June 2019, the PSA raised this, and the employer stated that it is still open to receive inputs from labour. Members are requested to provide inputs **before 9 August 2019** to motjatji.maila@psa.co.za.

Members will be informed of developments.

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GENERAL MANAGER