

## Feedback: General Public Service Sectoral Bargaining Council (GPSSBC): Departmental Bargaining Chamber (DBC) - Water and Sanitation

### Departmental structure review

The new Minister issued a directive for the structure to be revisited. The macro-level interim operational structure is not being implemented and the Department will basically be operating on the 2014-approved structure. Expertise was secured from an individual previously employed by the Department of Public Service and Administration (DPSA), to assist. The first phase is a desktop exercise and will also involve comparisons with anomalies in the 2014/2019 structures. The next step will be engagement with managers before consultations with other stakeholders can commence. No timeframe for implementation is available.

### Collective agreement: Matters of mutual interest

Members were provided with a copy in 2018. Even though Council has not yet ratified the agreement, implementation of certain aspects, where applicable, and engagement between labour and the employer on the remaining issues, nevertheless commenced. The status is as follows:

- A two-day workshop on Construction conditions of service took place in August 2018. Inputs/proposals were discussed but not all issues were concluded. For various reasons parties have not met since. A meeting will now be scheduled to continue engagements. The final document will be converted to a binding collective agreement once all parties have a mandate to do so.
- In addition to the above, a consultative Chamber task team (CCTT) to engage on the other issues was established on 7 August 2018 and the composition and terms of reference determined. For various reasons the CCTT has failed to meet since and a meeting will now be scheduled to continue engagements.

### Policies

Various policies introduced by the employer for consultation with labour have been workshopped. Some of the updated documents were recently received while others are still awaited. The Skills Development policy still needs to be workshopped. A workshop will be scheduled to continue and conclude consultations on all the policies as soon as possible.

### Occupational health and safety

The PSA tabled an item to monitor compliance with legislation such as having a policy in place and functional/operational health and safety committees. A report on outstanding issues and how the employer intends to resolve these, was also requested. The employer will respond in the next meeting.

**Establishment: State-controlled construction company**

The employer informed labour in April of an envisaged model to deal with Construction but very limited information was provided. The employer now indicated that the proposal and therefore the item is withdrawn. It will require a fresh mandate. If necessary, it might be reintroduced later.

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GENERAL MANAGER