

FOR PSA MEMBERS: DEPARTMENT OF WATER AND SANITATION

28-10-2019

Update: Departmental Bargaining Chamber (DBC) - 23 October 2019

Departmental Structure Review

Members were previously informed that the Minister issued a directive for the structure to be revisited and of the envisaged process to deal with this. The employer confirmed that the process is ongoing, and the *status quo* remains. Once the structure is ready, labour will be engaged in the DBC.

Collective agreement: Matters of mutual interest

Members were provided with a copy in 2018 and informed about developments. The status is as follows:

- A two-day workshop on Construction conditions of service took place in August 2018 and inputs/proposals were discussed but not all issues were concluded. For various reasons, parties have not met since. The final document will be converted into a binding collective agreement once all parties have a mandate to do so.
- In addition, 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 only met on 18 September 2019 and again discussed the terms of reference. Labour is still waiting for the final, amended document. The report from the employer on various items is also still outstanding.

The employer recommitted to arranging meetings to continue engagements.

Policies

Various policies introduced by the employer for consultation with labour have been workshopped. Some of the updated documents were received and even workshopped again, while others are still outstanding. The Skills Development Policy still needs to be workshopped. Another workshop will be scheduled to continue and conclude consultations on all policies.

Occupational Health and Safety

The PSA tabled an item to monitor compliance with legislation such as having a policy in place and functional health and safety committees (OHSC). A report on outstanding issues and how the employer intends to resolve these, was also requested. The employer confirmed that there is a policy and that it is being reviewed. The national OHSC is operational and training interventions are ongoing. The report on outstanding issues will be circulated soon.

Performance bonuses: Construction Management Unit

The collective agreement referred to above also determined that performance bonuses for Construction employees **will be paid on or before 1 August yearly**. Owing to budget constraints, payment did not happen in August and the item was deferred to a special DBC in September. The employer's proposal was not acceptable and labour invoked the dispute prevention process of Council. Owing to the unavailability of the employer, the facilitation meeting only happened after the DBC. The employer indicated that 100% payment of bonuses will commence next week. Labour accepted the offer and the matter is therefore concluded.

Implementation: Performance Management and Development assessments outcomes 2018/19 cycle

The PSA tabled an item to determine progress with the moderation process and possible challenges that could impact on payments. The employer confirmed that moderation is on track and that it does not foresee any challenges with meeting the payment deadline of December 2019. The PSA also requested that once the process is concluded, a close-out report with various statistics be provided. The report will only be available in the first DBC next year.

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GENERAL MANAGER