

FOR PSA MEMBERS: FREE STATE

09-12-2019

PSA 2019 Free State collective bargaining highlights

Wellness Policy (DoH)

The Department of Health did not have the Wellness Policy in place. The PSA sponsored this agenda point at the Chamber where parties agreed that it is necessary for the employer to create such a policy for the benefit of all its employees. The policy is now in place. Members can contact the PSA Provincial Office for more information.

PMDS payments 2018/19

The PSA raised this issue with the employer at the Chamber meeting to curb delays concerning the payments of bonuses and pay progression. The moderation committee has finalised its tasks and the employer is busy with implementation of payments.

Outstanding overtime payments

Members will recall that there was an outcry about payments of overtime, particularly for shift workers employed by the Department of Health where claims were returned because there was no approval. The PSA negotiated on behalf of members at the Chamber and the employer agreed to pay the overtime.

Occupational health and safety issues

The PSA was not happy about the conditions of certain buildings, particularly Social Development, which put members at risk. After discussion in the Chamber, the PSA decided to refer this to the Department of Labour. Labour Inspectors inspected these building and some buildings were closed in Thabanchu. Members are encouraged to report employers who do not comply with OHS matters. The PSA will not compromise the safety of its members.

Recognition of improved qualifications

In 2014 the PSA signed an agreement on Recognition of Improved Qualifications in the Public Service (Resolution 5/2014). In terms of the agreement, departments are compelled to recognise an improved qualification that is related to an employee's scope of work and enhances the employee's performance and the service delivery. Upon attainment of an improved qualification, an employee will receive a once-off cash bonus of 10% of the employee's annual salary notch, provided that this does not exceed 10% of the minimum notch of salary level 8. The PSA in the Free State Chamber ensured that departments speedily developed a document that defines qualifications that are relevant and/or related to their respective areas of work and which they intend to recognise. The PSA has ensured that the majority of departments consult on the defined qualifications and that the DPSA forms part of these process.

Through the PSA's involvement and by using its bargaining power in the Chamber, the majority of departments are now aligning their documents with gaps identified by the DPSSA.

Unilateral changes to working hours: Library services

Members complained about changes in their working hours at some of Libraries in the Free State that fall under the Department of Sports, Arts, Culture and Recreation. Members were expected to work on Saturdays, Sundays and long hours in the week. The PSA placed the matter on the agenda to ensure that members do not continue to be treated unfairly and that their service are not subjected to changes without being consulted or negotiated. The Department conceded to the PSA's demand that there was no proper consultation and members' working hours were restored. The PSA is also assisting members to claim their overtime worked.

Ivan Fredericks
GENERAL MANAGER