

Departmental Bargaining Council feedback

Policies

The following policies were sufficiently consulted. Members were approached for a mandate to adopt the policies and they were subsequently adopted:

- Job Evaluation Policy
- Acting Appointment Policy
- Recruitment and Selection Policy
- Retention Policy
- Resettlement Policy

Dual function: Food-Service Aid

The PSA tabled the matter following complaints received from members that Food-Service Aid employees are serving both the GCIS and the Department of Communication (DOC). The PSA raised a concern that these employees are employed by the GCIS but are now required to provide services to both institutions.

The employer reported that a meeting with affected employees ensued and it was resolved that the employees were content with the current situation, except for one employee who raised an objection. The reluctance of the one employee was viewed by the employer as an individual matter and the employee was advised to lodge an individual grievance.

The PSA rejected the employer's report as it previously requested to form part of the meeting when the employer meets with Food Service Aid. The meeting to further discuss the matter with affected employees will be held on 28 May 2019.

The PSA is committed to serve and will continue to represent members' interests at the GCIS. Members are encouraged to forward collective issues to thami.makuzeni@psa.co.za or shops stewards. Members are also encouraged to recruit to ensure that the Union of Choice becomes a majority Union in the Forum.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER