

FOR PSA MEMBERS: GOVERNMENT PRINTING WORKS (GPW)

27-08-2019

Feedback: GPW Departmental Bargaining Chamber

Salary discrepancies at delivery section

The PSA raised a concern regarding the salary discrepancies at the Delivery Section where Delivery Assistants are being used as Drivers but being paid the salary of Delivery Assistants. It is clear that the section does not need Delivery Assistants but Co-Drivers who can perform the functions of assisting with loading and offloading. The PSA will not allow the employer to continue exploiting employees by giving them higher responsibilities without any compensation. The employer reported that the matter was discussed at EXCO and there will be further deliberations at the next EXCO meeting to try and come up with ways to address the situation. The PSA recommended that the employer should consider converting the posts of Delivery Assistants to Drivers and Co-Drivers where the function of loading and offloading will be an inherent requirement.

Remunerative benchmark

It was reported to members that Rebone Marapo and Deloitte completed a salary benchmarking process which confirmed that the salary levels of some positions in GPW are below the market rate. It was then agreed that the employer will draft a business case which will recommend the review of GPW salary framework that can enable GPW to move from using the DPSA EVALUATE System to the PATTERSON Grading System. The employer shared a draft business case with the PSA which is hereto attached for members' consideration and inputs. It is requested that members should send through their inputs to the PSA through their shop stewards or to joseph.mashigo@psa.co.za by **6 September 2019**. Once the PSA has received members' inputs, a meeting will be scheduled with the employer to discuss the draft document and finalise it before submitting it to the Minister of Home Affairs for approval.

Members will be updated when there are further developments.

Uniform for security officers

A concern was raised by the PSA regarding Security Officials who have not been provided with uniform for the past four years and have been buying work uniform from their pockets. The employer acknowledged that indeed they have not provided Security Officers with uniform for the specified period and steps are being taken to rectify the situation. A service provider has been appointed to provide the uniform to GPW and sizes have already been requested from all Security Officers. The PSA further demanded that the employer should reimburse the Officers that have spent their own money to buy uniform in the past years. The employer responded that they will consider the PSA's demand and revert with a response.

Monitoring compliance with health and safety legislative framework and policies

The PSA confronted the employer on the issue of the unsafe building that employees are expected to work in at the Bosman Office. A demand was made to the employer to invite a Senior Inspector from the Department of Labour to inspect if the building is safe for habitation. The PSA cited the recent incident of gas fumes in the building which posed a risk to the health and safety of employees. The employer reported that they have appointed First Focus Risk as a service provider to identify potential risk in the workplace and come up with mitigating factors.

The PSA demanded that the employer should provide labour with a copy of the current/approved OHS policy, information pertaining to the OHS Committees in the workplace as well as proof that the relevant occupational health and safety representatives are fully trained and operational, and all reports pertaining to outstanding/ unresolved OHS matters in the workplace for the period 1 January 2018 to date, if any, and the reasons why they remain unresolved, as well as a draft proposal for consultation/ negotiation pertaining to the General Administrative Regulations, 2003, on matters indicated above. The employer committed to provide labour with the demanded information by the 23rd August 2019.

Members will be updated when there are further developments.

Ivan Fredericks
GENERAL MANAGER