

## What's happening at MISA?

### Organisational Development

The PSA previously requested the employer to present the new proposed structure. The employer reported that the process to sign off the new structure with the DPSA is yet to be concluded. Consultation sessions with labour will start once concurrence is received from the DPSA.

### Departmental policies

The following departmental policies were discussed earlier the year:

- Sexual Harassment
- Resettlement
- Overtime

Labour provided the employer with inputs in a recent task team meeting after which the employer presented these to its principals. The employer reported that almost all labour's inputs were considered together with additional inputs from the principals. The employer agreed to recirculate the policies for all parties to agree to the contents. Members will be requested to provide inputs once the amended policies are received from the employer.

### Non-consultation of departmental policies

The PSA were recently informed that the employer approved and implemented departmental policies without first presenting the policies to the DBC for consultation. After deliberation, parties agreed that the employer will present a list of policies that were recently approved and that labour can indicate which policies should be prioritised for consultation. The employer agreed not to present any policy to management for approval unless it was consulted in the DBC.

### Compliance: *Occupational Health and Safety Act*

The PSA requested the employer to present information to determine its compliance to the Act. The employer agreed to submit the information in writing to parties by close of business on 1 November 2019.

Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER