

Feedback: Public Health and Social Development Sectoral Bargaining Council (PHSDSBC): National Departmental Bargaining Chamber (DBC) for National Health and National Social Development Chamber meeting

Members were informed of the items below, on the agenda of the National Chamber. The employer previously indicated that the Occupational Health and Safety (OHS) situation at Civitas building and the inconsistent availability of key role players have impacted negatively on its ability to deal with the issues or to obtain a mandate to respond, where required (previous editions of the *Informus* are available on the PSA website – www.psa.co.za).

Unfortunately, the situation at Civitas remains unresolved and has again impacted on the employer's ability to respond to agenda items. Equally, the Civitas situation has resulted in members not being able to provide the PSA with inputs on the IPMDS policy or to comment on the status thereof as previously communicated and submit proposals on how to ensure compliance with implementation timeframes as required by the Public Service Regulations, 2016, and the Department of Public Service and Administration (DPSA) directives. The PSA expressed its concern with the prejudice members might suffer at the end of the 2018/19-assessment cycle in March 2019, owing to no fault of their own, as the prescripts are clear that employees who did not submit performance agreements will not qualify for pay progression and incentive rewards. The employer was requested to be pro-active and approach the DPSA timeously for an extension or waiver. The employer indicated that it has approached DPSA but could not comment any further.

The items were therefore again deferred to the next Chamber meeting.

- Transfer: Port Health Services
- Performance assessments 2017/18 cycle
- Integrated Performance Management and Development System (IPMDS) Policy

Ivan Fredericks
GENERAL MANAGER