

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF PUBLIC WORKS (NDPW)

05-08-2019

## Departmental Bargaining Chamber (DBC): 31 July 2019

### Determination of vote weights: 2019/20

The PSA has **2 680** members with a vote weight of **59.42%**. Nehawu has **1 590** members with a vote weight of **35.26%**, and Popcru has **240** members with a vote weight of **5.32%**.

### Policies

The Task Team reported that there were no engagements since parties were requested to solicit mandates to adopt finalised policies. The PSA reminded the employer about its promise to consult National Treasury about challenges experienced by members in the Northern Cape in complying with the S&T Policy. The employer undertook to check developments with the relevant section.

### Waste-Water Treatment Plants

Parties agreed to determine dates on which an inspection *in loco* of water treatment plants will be extended to other regions.

### Steering Committee Report

The report reflecting all developments made by the Steering Committee since commencement of the Turnaround Strategy was tabled and adopted by parties. The report also includes how migration of employees was successfully unfolded.

### Meet and greet

The PSA requested the employer to arrange a “Meet-and-Greet” session with the new Minister through video conferencing that will accommodate shop stewards in Head Office and regions. The employer accepted the request.

### Security levels

The PSA tabled concern about Security Officers who are remunerated at salary level 3, whereas the approved structure reflects that they are on salary level 4. The employer responded that a submission has been written to DPSA to address this. The PSA also indicated that Security Officers are compelled to work shifts without being paid a shift allowance, whereas their appointment letters reflect that their working hours are from 07:30 to 16:00. The employer promised to investigate.

### Grade Progression: Non-OSD

The PSA complained about the employer’s delay. The employer promised to check developments and give feedback.

**Insourcing: Security Personnel at regions**

The employer reported that there is still no budget for this.

**Insourcing: Cleaners and Grounds Men at regions**

The employer reported that the matter is receiving attention. Developments will be communicated to the DBC.

Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER