

Feedback: Special Forum meeting

Lack of security: Provincial Offices

The PSA tabled this matter in the Bargaining Forum that all provincial offices should be provided with security officers by the employer. It is the duty of the employer to ensure that employees are safe at the workplace. The employer stated that there was no budget for security personnel at provincial offices. It will implement interim measures by providing employees with panic buttons. The PSA demanded that the employer should source services of security personnel on urgent basis. The employer will provide feedback at the next meeting.

Increase: Parking fee

The employer reported that the fee for the parking on the premises will increase from R30 to R50. The PSA demanded that the increment should be implemented in the next financial year because it was not budgeted for by employees. The employer will provide feedback after consultation with its principals.

Office closure

The PSA tabled this after the employer issued a circular forcing employee to take two days leave in December 2019. The PSA was of the view that the circular was contrary to section 20(10)(a) of the *Basic Conditions of Employment Act*. In terms of this clause, annual leave must be taken on agreement between the employee and employer. The employer unfortunately did not accept the PSA's proposal. In a last attempt to resolve the matter without having to embark on industrial action, the PSA will write a letter to the Public Protector to reconsider the decision for the two days leave in December 2019 to be on a voluntary basis.

Job evaluation

The employer conducted a job evaluation for Administration staff in 2014. The outcome was that positions of Administration staff should be upgraded to next levels. The PSA demanded to know when the outcome will be implemented. The employer stated that there was a new job evaluation that took place recently with the assistance of the DPSA. The outcome will be communicated to employees before the end of October after getting approval from the Public Protector. Should the outcome not be accepted by employees, the PSA will declare a dispute on behalf of employees.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER