

FOR PSA MEMBERS: SOUTH AFRICAN WEATHER SERVICE

03-09-2019

## Feedback: Bargaining Forum meeting - 29 August 2019

### Salary parity

The employer reported that this matter is still under discussion with labour and the task team established by the Chief Executive Office after concerns on the implementation of changes in the salary scales, without involvement of the labour, was raised. Labour requested the employer to submit a full report from the service provider that was appointed to conduct a salary benchmark for the matter to be concluded without further delays. The employer agreed to submit report by 14 September 2019.

### Bargaining Forum Constitution

Parties are amending the constitution and have made inputs. The matter will be further discussed at the next meeting.

### Agency Shop Agreement

Labour submitted a draft agreement to be considered by the employer. It should be noted that the employer was not ready with its input and the matter will be further discussed in the next meeting.

### Transport allowance negotiations and overtime negotiations

Labour confirmed that the employer did share the outcome of the job evaluation. The employer also confirmed that there were currently no additional key performance areas warranting further evaluation. The matter was removed from the agenda as finalised. These two matters were combined under the shift policy to be presented by the employer in the next meeting.

### Inaccessibility: Human Resources

Human Resources made a commitment in the meeting to an open-door-policy for staff. The matter was removed from the agenda and labour will monitor progress.

### Recruitment and Selection Policy

A task team will be established to work on the policy and report back to the Bargaining Forum.

### Representation of labour: SWA Employment and SCM tender process and Committees

Labour demanded a seat at the employment and tender committees to ensure that fair and legal processes are observed by employer on these processes. The employer rejected the request and stated that shop stewards will be overloaded with work with an impact on service delivery.

Labour, however, persisted with its demand to combat irregularities and expose corruption. Additional motivations on the reason for the request will be submitted in writing for a response.

### **Closing: Canteen**

The employer indicated its intention to close the canteen as a result of safety compliance issues. Labour appealed that alternative measures should be considered. It was agreed that the employer will present a plan on the phase-out process and alternatives at the next meeting.

Ivan Fredericks  
GENERAL MANAGER