

Feedback: Special DBC Meeting

The PSA has noticed that some of the offices in the department continued to contravene some of the COVID-19 regulations and OHS protocols and requested a special DBC meeting. The meeting was held on 10 September 2020.

The following agenda items were discussed:

COVID-19 Health and Safety Measures: Recruitment and Selection Process

The PSA shop stewards reported that some of the provinces did not implement health and safety measures during the recruitment and selection processes. They indicated that the administrative protocols outlined in the HRM circular 36 of 2020 were not implemented accordingly. The PSA requested the employer to put measures in place to emphasize compliance in that regard.

The employer noted the concerns and indicated that a communication will be issued to all Managers to implement the above mentioned HRM circular accordingly. It was further indicated that the shop stewards who serve as observers during the interviews are encouraged to report non-compliance of the COVID-19 regulations to the respective Provincial Managers.

Management of Comorbidities

The PSA complained that some of the offices in the department did not provide reasonable accommodation for the vulnerable employees who cannot work remotely due to not having the necessary tools. The PSA requested that the employer to implement extra safety measures to accommodate vulnerable employees in the offices. The PSA urged the employer to be cautious when managing employees with comorbidities because these employees are considered high risk when exposed to the virus.

The employer noted the concerns and requested labour to report incidences wherein the vulnerable employees are not provided with reasonable accommodation to prevent further infections. It was further indicated that the concerns would be raised at the management meetings to emphasize compliance with COVID-19 regulations.

Additional Civic Services under Alert level 2

The PSA submitted a concern that the department increased the civic services under alert level 2 without implementing more risk mitigating strategies per office. Offices such as Soweto, Centurion, Brakpan, Mamelodi and Benoni were cited as examples where the department recalled 100% staff establishment without appropriate health and safety measures in place. The PSA was concerned that

the influx of the clients into the offices serve as a high risk to the employees. The PSA urged the employer to control the number of clients entering the offices in order to maintain social.

The employer noted the concerns and acknowledged that the health and safety of the employees was a priority and would engage with offices to comply with COVID-19 regulations. The parties agreed that the provinces would be requested to present their risk mitigating strategies at the next national steering committee to identify the gaps and mitigate the challenges.

The PSA will continue to update the members about the developments in this regard.

The PSA wants to take this opportunity to wish all employees who are unwell due to the virus a safe and speedy recovery.

GENERAL MANAGER