

FOR PSA MEMBERS: DEPARTMENT OF HOME AFFAIRS (DHA)

28-02-2020

Facilitation meeting

A deadlock was reached in the Department of Home Affairs Chamber meeting on 22 May 2019. A facilitation meeting was convened on 27 February 2020 after the PSA invoked clause 17 of the governance rules on the following agenda items:

Home Affairs Contact Centre: Shift system

The PSA submitted that employees at the Contact Centre were negatively affected by the introduction of the shift system. The PSA demanded that employees at the Contact Centre should work normal working hours instead of the shift system. The PSA argued that the Contact Centre was covered by the settlement agreement, which resolved that employees in the Civic Services should continue to work normal working hours until parties fully engage at the Bargaining Chamber.

The PSA further requested that the disciplinary letters that were issued to employees at the Contact Centre be withdrawn. The PSA proposed that the matter be deferred back to the Bargaining Chamber so that parties could resume negotiations on working hours.

The employer noted the PSA's submission but is still of the view that Contact Centre employees should continue to work on Saturday as stipulated in their contract of employment. The employer further indicated that these employees were appointed as shift workers and therefore they are obliged to work on Saturday. However, the employer indicated that it agreed to defer the matter of working hours at the Contact Centre to the Bargaining Chamber for negotiation. The meeting resolved that the matter will be deferred to the Chamber meeting scheduled for 9 March 2020 for negotiation.

Deployment to Foreign Missions: Selection Policy

The PSA submitted that the employer implemented the Deployment Policy to foreign missions incorrectly. The PSA indicated that members were excluded from participating in the process of deployment to foreign missions. The selection procedures and the criteria used by the employer were contrary to the Deployment policy of DHA and International Relations department policy. The PSA requested that the Deployment Policy be reviewed to rectify the omissions by the employer.

The employer noted the concerns raised by the PSA and agreed that the policy should be deferred back to the Bargaining Chamber for review. The employer further indicated that it would engage the sister department of International Relations about the concerns raised by the PSA. The matter will be tabled at the Bargaining Chamber meeting scheduled for 9 March 2020.

Vaccination: Ports of Entry

The PSA submitted that members at the ports of entry, both inland and coastal points, are exposed to deadly diseases as result of a lack of vaccinations. The PSA requested that all officials who have direct contact with members of the public at ports of entry should be vaccinated.

The employer noted the submission by the PSA and indicated that the DHA already conducted vaccination in some of the ports of entry in the 2019/20-financial year. A report was presented to the meeting, which identified ports of entry where the vaccination was conducted. The employer committed to continue to vaccinate employees at the ports of entry that were outstanding, especially Lebombo and Maseru border posts. The employer outlined several challenges that included the appointment of a service provider to conduct the vaccination and the shortage of vaccine at other ports of entry. However, the employer committed to seek a solution. The matter will be placed as a standing item at the Bargaining Chamber and the employer will provide vaccination reports on quarterly basis. The matter was deferred to the Chamber meeting scheduled for 9 March 2020.

Members will be informed of developments.

GENERAL MANAGER