

FOR PSA MEMBERS: DEPARTMENT OF SMALL BUSINESS DEVELOPMENT (DSBD)

07-07-2020

Feedback: General Public Service Sectoral Bargaining Council (GPSSBC) Departmental Bargaining Chambers (DBC)

As members are aware, one of the objectives of the DBC is, amongst others, is to negotiate or consult collectively to reach consensus on matters of mutual interest. Matters of mutual interest normally refers to conditions of service such as leave, service bonus, performance management, recruitment and selection, disciplinary, and grievance issues. Since the policies around these issues, form part of an employee's employment contract, they are considered matters of mutual interest and are generally consulted with labour. It is important that such documents clearly address members' obligations and rights. In addition to this there are also policies that deal with other rights matters that could affect members such as health and safety, security and related issues.

The PSA is dependent on members to bring to its attention any prejudice being suffered or problems experienced, either as a result of a lack of policies or inconsistent and unfair application of existing policies, which could necessitate a review of such a document or to provide inputs on policies that are submitted in the DBC by the employer. The PSA is also dependent on members to provide it with a mandate to adopt policies or to sign a collective agreement, where applicable.

Below are the policies that are currently on the agenda of the DBC and are attached as follows:

- Whistle Blowing policy;
- Ethics Management policy; and
- Sexual Harassment policy

Comments or inputs on these policies would therefore be awaited from members and should urgently be provide to Ms Janta Shortie at janta.shortie@psa.co.za by no later than **10 July 2020**.

GENERAL MANAGER