

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF SOCIAL DEVELOPMENT (DSD)

19-02-2020

## Update: National Department of Social Development Chamber

### **Performance Management and Development System (2017/18)**

The Employer confirmed that the assessment process for the 2017/18-cycle was concluded and payments effected and presented a report confirming this. Labour noted the report but indicated that it has been overtaken by events and that further interrogation of the information would serve no purpose at this late stage. The item was removed.

### **2018/19 performance cycle**

The employer presented a written report confirming that the process was concluded, and payment effected. Labour requested time to interrogate the report and verify the information.

### **Monitoring: Implementation of clause 18.1 - PSCBC Resolution 1/2012**

The said clause determines that employees whose posts are graded on salary levels 10 and 12 are to be appointed and remunerated on salary levels 10 and 12 respectively. It was agreed that a task team will be established to ensure compliance. The terms of reference have not yet been presented by labour. Labour has submitted the names of their representatives and the employer committed to consider whatever labour presents on the matter.

### **Administrative (Admin) Model**

The employer presented a report on the background to the development of the Administrative Model and how the process unfolded. It indicated that no grievances or disputes were ever raised. Labour denied this and indicated that it has been continuously engaging the employer on issues and dissatisfaction. Labour requested time to interrogate the report.

### **Organisational Review and Enhancement process**

Members were previously informed that the Department had identified a need to review the organisational structure to address certain inefficiencies such as functional duplications, silo approaches on the execution of operations, etc., and that the Government Technical Advisory Committee (GTAC) was commissioned to assist with the development of the organisational structure and related aspects. GTAC has been given 12 months to finalise the entire project. There were no new developments in this process.

Members will be informed of developments.

GENERAL MANAGER