

Whats happening at DWS

Departmental Structure Review

The new Minister had issued a directive for the structure to be revisited. The employer indicated that the Minister has recently accepted a revised macro structure that must still be presented to the Department of Public Service and Administration for concurrence. Labour asked that it be clearly minuted that they have not been consulted yet and the employer reconfirmed that once the structure is ready labour will be engaged in the DBC.

Collective agreement on matters of mutual interest

The agreement deals with various aspects. It was previously agreed that the item be divided into the following subheadings so that issues do not fall through the cracks. Due to the Covid-19 pandemic the task teams failed to meet in March. The employer indicated that virtual meetings will be considered and arranged in due course:

Consultative Chamber Task Team (CCTT) (To deal specifically with items 4.1 a to j of the collective agreement that was previously circulated to members).

Review of Conditions of Employment for Construction Employees

Insourcing

Establishment of a single Catchment Management Agency .

Policies

The following policies introduced by the employer for consultation with labour have been workshopped and the final drafts received:

Performance Management and Development/Skills Development/Bursary

The following policies must still be workshopped:

Fleet Management/Cell phone/Housing

Occupational Health and Safety (OHS) and Covid-19 compliance

PSA tabled an item last year to monitor OHS compliance in general in the Department. The focus in this regard since shifted as the matter was overtaken by the Covid-19 pandemic. The employer established a national steering committee (SC) that deals with all Covid-19 compliance matters and meets on a weekly basis. The existing OHS policy has been reviewed to include

Covid-19 compliance processes and will be dealt with by the SC. The national OHS committee is operational, and committees also exist in the various provinces/regions. Regular communications are issued by the employer on compliance related aspects and developments such as the closure of the head office for 14 days to allow for employees to self-isolate and the various buildings to be deep cleaned following a case of an employee that tested positive.

Performance Management and Development 2018/2019 cycle

PSA tabled an item to determine progress with the moderation process and any possible challenges that could impact on payments. A report was presented confirming that the process was concluded, and the item was therefore removed.

Members will be kept informed of developments.

GENERAL MANAGER