

## What's happening in DWS?

### Departmental Structure Review

Members were previously informed that the Minister had issued a directive for the structure to be revisited. The employer reconfirmed that the process is ongoing, and the *status quo* remains. It was indicated that the Minister is aiming to implement the new structure on 1 April 2020 and that there will be no job losses. Once the structure is ready, labour will be engaged in the DBC.

### Collective agreement: Matters of mutual interest

The agreement (*attached*) deals with various aspects. Unfortunately, progress has been slow. It was therefore agreed that the item be divided into sub-headings so that issues do not fall through the cracks.

**Consultative Chamber Task Team (CCTT):** The task team was established on 7 August 2018 already to deal with the issues in item 4.1 a to j. The composition and terms of reference were discussed but since then various meetings collapsed because it did not quorate. It was agreed that the employer will provide information on the items required to facilitate fruitful engagement, prior to the next meeting of the CCTT scheduled for 13 March 2020.

**Review of Conditions of Employment for Construction Employees:** A two-day workshop on Construction conditions of service took place in August 2018 and inputs/proposals were discussed but not all issues were concluded. For various reasons parties have not met since. The employer representative tasked with this will be approached to provide a date for a follow-up meeting. It is still envisaged that the final document will be converted into a binding collective agreement once all parties have a mandate to do so.

**Insourcing in Construction Directorate:** The matter was never discussed. A meeting was provisionally agreed to for 24 March 2020 between the relevant DDG and labour.

**Establishment of a single Catchment Management Agency:** Parties agreed that the item was overtaken by events and that the employer had already communicated the withdrawal of the proposal made in December 2017. It was furthermore agreed that the best model for catchment management will form part of the structure review process.

### Policies

Various policies introduced by the employer for consultation with labour have been workshopped. Some of the updated documents were received and even workshopped again, whilst others are still

outstanding. The Skills Development Policy still needs to be workshopped. A workshop is envisaged in February to continue and conclude consultations on all the policies.

The employer also tabled the Fleet Management Policy (*attached*) for consultation. Members are invited to submit inputs on the document to Jenny van der Merwe at [jenny.vdmerwe@psa.co.za](mailto:jenny.vdmerwe@psa.co.za).

### **Occupational Health and Safety**

The PSA tabled an item to monitor compliance with legislation such as having a policy in place and functional health and safety committees (OHSC). A report on outstanding issues and how the employer intends to resolve these, was also requested. The employer confirmed that there is a policy but that it is also being reviewed. The national OHSC is operational and training interventions are ongoing. The report on outstanding issues has not been circulated yet.

### **Implementation Performance Management and Development 2018/19 cycle**

The PSA tabled an item to determine progress with the moderation process and any possible challenges that could impact on payments. The employer confirmed that the process was concluded, and payments effected in December. The PSA also requested that once the process is concluded a close-out report with various statistics be provided. The employer initially objected to the request but eventually agreed to provide the information in the next DBC.

GENERAL MANAGER