

Feedback: Departmental Bargaining Chamber (DBC)

A DBC meeting was held on 19 October 2020 where the following matters were discussed: Implementation of section-23 benefits; review of policies (recruitment and selection; PMDS; internal transfer and policy on recognition of improved qualifications); status of lease for City Forum Building and possible relocation; OHS compliance and COVID-19 regulations.

Section-23 benefits

The employer reported that it had challenges in concluding or finalising this matter for all outstanding categories of employees (SMS members, those who left IPID and those who passed away) owing to the lockdown. The employer further indicated that it had challenges in tracing some employees who had left IPID and that the task team responsible for dealing with this matter would be meeting on 19 October 2020 and that employees would be updated through a circular on the latest developments. The PSA voiced displeasure about lack of communication from IPID and that there seems to be a lack of urgency in finalising this matter, despite a court order. The PSA indicated that it has filed for contempt proceedings against IPID after IPID ignored correspondence from its lawyers.

Status: Lease for City Forum Building and possible relocation

The employer reported that significant progress has been made and that the new building will be ready in due course. The relocation is likely to take place in December 2020. Labour noted the employer's report and confirmed the progress made as it is also part of the relocation team.

Review: Policies

In the previous DBC, the PSA requested time to consult and request inputs from its members. However, owing to the lockdown, inputs could not be received from members as most of them did not have access to their e-mails. The PSA requested a further two weeks to consult and request inputs, which was agreed upon.

OHS compliance and COVID-19 regulations

The employer reported that it has no report on this matter and that a report would be available before the end of the week as the work of the task team was hindered by provincial visits by IPID management. Labour responded that the feedback (or lack of) by the employer is totally unacceptable as IPID's failure to attend to OHS and COVID-19 related matters is placing

employees' lives at risk. The employer made a commitment that the task team will sit regularly as scheduled, commencing this week, where all OHS and COVID-19 related matters will be discussed, and resolutions implemented.

Members will be updated on developments.

GENERAL MANAGER