

# INFORMUS



FOR PSA MEMBERS: KWAZULU-NATAL (KZN) GENERAL PUBLIC SERVICE  
SECTORAL BARGAINING COUNCIL (GPSSBC)

01-12-2020

## Update: KZN GPSSBC

Members are informed that the KZN Provincial GPSSBC meeting was held recently and the following is a summary of the discussions at the meeting.

### **OHS compliance and COVID-19 regulations**

Owing to COVID-19, this is a standing item on the agenda of the Chamber and members are encouraged to report any breaches of the *OHS Act* and COVID-19 regulations to the PSA.

### **Filling of posts not on organisational structure/Recognition of improved qualifications/High vacancy rate: KZN Department of Agriculture**

A meeting was arranged for 23 September 2020 between the Head of Department and labour. The meeting was cancelled at the last minute by the Head of Department. A new date will be secured with the Head of Department to discuss these issues. Members will be advised of developments.

### **Development of template or reporting by Departmental Task Teams**

Provincial Departments are required to report regularly on developments of matters referred to task teams. The Office of the Premier was therefore tasked to develop a template for all provincial departments to report on progress with issues referred to task teams by the Chamber. The template was presented to the meeting for noting. Future reports that are presented to the Chamber will be disseminated to members.

### **Provision of contracts of employment/Provision of uniforms and protective clothing/Payment of Night Allowance: KZN Department of Education**

The Department advised that employees who may not have received a copy of their contracts of employment or who require a copy will be furnished with copies of such contracts upon request. The Department confirmed that all employees who perform night shift duties, such as Security Officers, are entitled to the night-shift allowance and are being paid the allowance. The procurement of uniforms is purchased through norms and standards in accordance with HRM Circular No 96 of 2010. Members who experience any problems with regard to the above are encouraged to contact the PSA Provincial Offices in Durban (031-310 3600) and Pietermaritzburg (033-392 7600) for assistance.

### **Renewal of Organisational Structure: KZN Department of Public Works**

The Department is revising its structure to bring it in line with its mandate. The matter will be dealt with by a Task Team established by the Chamber. Members will be informed of developments.

### **Reviewed Policy on Working Hours: COGTA**

The Department introduced a policy relating to a new system of flexi working hours. Starting times can be 07:15, 07:30, 07:45 and 08:00. Ending times are from 16:15, 16:30, 16:45 and 17:00. The start and end times will also depend on the duration of the lunch breaks viz 60, 45 or 30 minutes.

Employees will still be required to remain at their work stations during the Department's core working hours of 08:00 and 16:00 and must be on continuous duty for a minimum of eight hours per day, excluding a meal break and complete a 40-hour work week, excluding weekends and public holidays.

### **Relocation of Umkhanyakude District: Department of Sport and Recreation KZN**

The Department advised that offices for employees of the Umkhanyakude District who are currently based in Richards Bay have been identified in Hluhluwe. Discussions are currently taking place in the Departmental GPSSBC Task Team and the relocation is expected to take place by 1 January 2021.

GENERAL MANAGER