

FOR PSA MEMBERS: MUNICIPAL INFRASTRUCTURE SUPPORT AGENCY (MISA)

23-10-2020

Feedback on Departmental Bargaining Chamber

A Departmental Bargaining Chamber was held on 22 October 2020 and the following agenda items were discussed:

MISA's Response to COVID-19 in terms of Circular 18

The employer reported that all employees have now returned to work and that the last positive case reported was in August 2020, the employee has recovered and back at work. PSA raised a concern about the ineffectiveness of the steering committee and a lack of communication from the employer regarding COVID-19 matters. The employer acknowledged the concerns raised and committed to address those concerns.

OHS Policy

The employer indicated that they have incorporated the inputs received from Labour and that the policy is on route for approval. The employer further indicated that the policy is anticipated to be approved by the end of this month.

Compliance to OHS Act

The employer reported that MISA was previously relying on DCOG (Department of Cooperative Governance) for OHS matters. They have now invited the inspectorate from the Department of Employment and Labour to inspect their level of compliance with **OHS Act**, however, the Department has not yet given them a date for the inspection. A follow up will be made with the Department for the inspection.

Election of Chairperson

There was no nominee brought forward for this role, parties agreed that the council (GPSSBC) will continue to provide a chairperson for this chamber.

Election of Vice Chairperson-Employer

Mr Lefefe Sigcau was nominated as a Vice-Chairperson for the employer.

MISA Organizational Development

The employer indicated that MISA management has made a submission to the Minister to realign its organizational structure due to the new framework for municipalities that was developed recently. Organised labour raised a concern due to the non-transparency of the process. The employer

committed to working with labour and that a presentation on the way forward will be shared with organised labour after the approval by the Minister.

Job Evaluation Policy

The employer reported that it had incorporated the inputs from the task team. The PSA requested for time to consult its members on the incorporated amendments. A special DBC will be called at a later stage for the rectification of the policy.

Wellness Management Policy

The employer reported that they have made substantial changes to the policy after the task team met and therefore the policy must be referred back to the task team for further consultation.

Members will be kept informed of developments

GENERAL MANAGER