

Feedback: Departmental Bargaining Chamber (DBC)

A DBC was held on 28 October 2020 and the following agenda items were discussed:

OHS Compliance and Covid-19 Regulations

The employer indicated that a task team was established to deal with COVID-19 matters, comprising the employer and labour. The task team is fully functional and meeting regularly. Labour noted the report and confirmed the functionality of the task team.

Organisational Structure Audit and Review

The employer made a presentation and indicated that there is slight progress from the last update or report and that it encountered a few challenges in finalising this matter. The employer further indicated that it is close to finalizing phase 1 to move to the second phase of the process. The PSA voiced displeasure at the pace at which the process is unfolding as it started in 2018 and requested the employer to ensure that this process is concluded without further delay.

Working conditions: 40 Church Street

The employer indicated that the service provider made several changes to the settings and put the default temperature at 22 degrees. The employer is amenable to either lowering or increasing the temperature depending on complaints it may receive. The employer further indicated that a circular will be issued to employees after approval has been granted by senior management. Labour noted the report and indicated that they will await the circular.

Internal Identification Project

The employer reported that the matter was discussed with senior management and it has acceded to labour's proposal that the uploading of employees' pictures on their e-mails as part of their signatures be voluntary and not compulsory. The employer committed to sending out a circular by the end of next week. Labour welcomed the employer's gesture and commitment to sending a circular.

Transfer of Municipal Financial Recovery Services (MFRS) from Office of Accountant General (OAG) to Intergovernmental Relations

The employer indicated that this matter is work in progress and proposed that it be dealt together with the Organisational Structure Audit and Review in future. There was no objection from labour regarding this proposal but the PSA raised a concern that labour must be consulted on any form of restructuring irrespective of the terminology used for that process.

Policies

Policy on reasonable accommodation for employees with disabilities

Coaching framework

Internship and work-integrated learning

Internship re-settlement Policy

NT Employment Equity Policy

Recognition and Reward Policy

Smoking Policy

The employer reported that most of these policies were being consulted on at the task team and are at an advanced stage but not yet ready to be presented for adoption or rectification. After consultation has been concluded, the employer will request a special DBC to adopt these policies. Labour noted the report and urged the employer to ensure that these policies processes are finalised without undue or unnecessary delay.

GENERAL MANAGER