

FOR PSA MEMBERS: SOUTH AFRICAN WEATHER SERVICES (SAWS)

24-06-2020

## Feedback: Bargaining Council Meeting

### COVID-19

After the easing of lockdown, a plan was compiled by the Steering Committee. Labour is to submit nominees to serve on the Committee. The plan included adherence to 1/3 rule, vulnerable employees, workplace readiness, provision of PPE's, screening, social distancing, COVID 19 Governance rules *etc.* The risk policy contains mitigation clauses for disasters. Acquisition of additional tools of trade is in process. Certain employees are to take vacation for being at home. The PSA and other parties contested this approach of the employer, as the *Disaster Management Act* makes provision for special leave. The employer will investigate and labour will submit inputs.

### Salary Adjustments 2020/21

During the staff meeting employees were informed that there would be no annual salary increments for all parastatals, according to the Minister. The employer proposed that they will shortly make a presentation on its financial position. The PSA proposed a caucus meeting with labour, which is to be convened on 10 June 2020.

### Salary Parity

SAWS is to implement the final Phase 3 on parity. An amount of R3m for this year was initially set aside. It is to coincide with the implementation of the current annual salary increments. The employer indicated that they are not in position to honour its commitment. The employer proposed to suspend engagements, until the presentation on its financial position.

### Recruitment and Selection Policy

The employer reported that the policy was submitted to the Board for approval during 2019. Labour contested the approval, as consultation was not finalised, on the aspect of the involvement of labour in the recruitment process. The employer will circulate the policy. The PSA will consult members and communicate its position.

### Compulsory Leave

Labour raised a concern on the annual expiry of compulsory leave. COVID-19 would negatively impact on taking of such leave. The employer was requested to consider the extension of the expiry period to be aligned with levels. The employer indicated that the policy makes provision for non-forfeiture following justifiable reasons. Labour is to submit its inputs in this regard.

GENERAL MANAGER

