

Feedback on the Departmental Chamber meeting for STATS SA held on 14 August 2020

Voting Weights

The vote weights were adopted as previously presented. The PSA has a membership of 1396 and therefore represents **52.13%** of employees in the Department. Parties also considered the nomination of the Chairpersons from the employer and labour and it was concluded as follows:

- Chairperson - Joseph Malahlela
- Deputy Chairperson from the Employer - Mulatedzi Mulovhedzi
- Deputy Chairperson Labour - Thabo Papo from the PSA

Changes on the role of Data Capturers

The employer presented a report on the changes to the above and Labour was not happy that the employer has gone ahead and implemented the changes whilst the issue was still under discussion at the DBC. Labour further invoked Section 17 of the Chamber's procedures and will approach the GPSSBC for the matter to be facilitated as the employer did not comply with the decision of the last DBC held in November 2019.

COVID-19 Statistics

The employer presented the statistics where they indicated that to date, there has been 68 positive cases, and 1 death. They further reported that most of their staff across the Provinces are still working from home with only 200 employees going to the office at their Head Office in Isibalo House. Labour was not happy about the verbal report as the previous Special DBC directed the employer to convene an urgent OHS COVID-19 for the Steering Committee where the Chief Negotiators were to be invited as the committee was to receive a comprehensive report on COVID-19. Parties agreed that the employer will prioritize the convening of the COVID-19 Steering Committee within the next 7 days and will also forward a comprehensive report on COVID-19 related cases across all provinces.

OHS Committee

According to the minutes of the last DBC the employer was expected to submit an addendum on the reworked OHS policy, which was to include how the committee will deal with COVID-19 related cases as well as amending the Risk Assessment tool, which was to be designed and approved by the Department of Employment and Labour in line with the guidelines from the COVID-19 Command Council, which they unfortunately failed to do. The employer recommitted to work on a draft policy which will be subjected to consultation and report back to the DBC on the work done within the next 3 weeks.

Grievance management report

The employer made a presentation on the number of grievances during the period under review as 5, from the total of 5 the report mentioned that 2 cases were finalized whilst 3 cases were pending. Labour rejected the report because the cases were only taking stock of grievances at Isibalo House which is not a true reflection of grievances across all offices nationally. The DBC mandated the employer to submit a consolidated report which will cut across all offices nationally and the employer committed to submit the required report on or before the 26th August 2020.

Organizational Structure

The last DBC could not discuss the matter and it was agreed that the employer will make a presentation about the proposed structural changes at the next meeting. In the interim, it was brought to labour's attention that the employer proceeded to implement it unilaterally. The employer confirmed the unilateral implementation. Labour reserved their rights on the matter as parties are in dispute. Section 17 of the Chamber's procedures was invoked, and the matter will be subjected to facilitation, thereafter, if necessary, a dispute will be lodged at Council.

Policy Review

The last decision from the DBC regarding policy review was that a Task Team will be convened to deal with policy reviews of the ICT policy, Debt Management Policy, as well as the Telephone Policy and report back to the DBC on work done. The task team did not meet, and the employer proceeded with the review of the policies unilaterally and proceeded to submit it to EXCO for endorsement. Parties subsequently agreed that the Task Team will urgently be convened to address the matter and report back to the Chamber. Unfortunately, the meeting was adjourned at 15H00 and the Chamber Secretariat was requested to convene a Special DBC at the next available date as the new issues on the agenda could not be concluded due to the request for the offices to be vacated for deep cleaning.

The PSA wants to take this opportunity to wish all employees who are unwell due to the virus a safe and speedy recovery.

GENERAL MANAGER