

Feedback: Departmental Bargaining Council (DBC) - 5 August 2021

Determination of votes

The GPSSBC annual general meeting was convened on 29 June 2021 and the following vote weights were adopted:

- PSA: 75,58% (7075 members).
- NEHAWU: 22,90% (2144 members).
- POPCRU: 1,52% (142 members).

Public private partnership with the commercial banks

As it was previously reported to members, the Department intends to outsource some of its functions to commercial banks. The purpose of this initiative was to improve access to services and the reduction of queues. The PSA is concerned regarding the process of outsourcing critical government functions to the private sector without proper consultation with labour. The PSA requested that the matter be escalated to the GPSSBC for deliberations before any implementation could take place. Members will be updated on developments in this regard.

OHS compliance and Covid-19 regulations

The PSA complained that the Department failed to comply with OHS regulations, in that OHS committees are inactive and as a result the management of Covid-19 was compromised. The employer conceded to the omission and has requested to convene a national OHS meeting on 16 August 2021 to resuscitate the committees for various provinces. Members will be updated on developments in this regard.

Recognition of DHA qualification

The employer reported that a departmental qualification equivalent to NQF level 5 was developed. Several employees acquired the certificate through the internal training processes. The qualification would be included in the job requirements of certain identified job categories. The PSA welcomed the initiative and requests members to contact the HRD unit for more information in this regard.

Supply of uniform for immigration officers

A task team was formed to facilitate the audit and distribution of the uniform. The team is currently busy with the stock taking. The first batch of uniforms will be distributed as follows:

- Limpopo -1 September 2021
- Mpumalanga - October 2021
- Free State - 1 November 2021

The members are requested to send the queries about the outstanding allocation of uniforms for immigration officers to peter.mngomezulu@dha.gov.za.

Conversion of secretaries posts

The department reported that EXCO took a decision to convert the secretaries' posts into administration posts. The department intends to create new posts to enhance service delivery and improve capacity in the core functions of the department. The PSA was concerned about the transparency of the conversion process and requested proper consultation with labour. Parties agreed to convene a multi-lateral meeting on 16 August 2021. Members are requested to send questions and concerns in this regard to peter.mngomezulu@psa.co.za.

The PSA wants to take this opportunity to wish all employees who are unwell owing to Covid-19 a speedy recovery.

GENERAL MANAGER