

Feedback: Special Chamber Meeting - 14 December 2021

Vote weights

A report was presented by the Secretariat, which reflected that the PSA and its working-together parties still represents the majority of members in the Department. The PSA has a total vote weight of 297 members (73%).

Annual Performance Moderation of Salary Levels 2 – 12 for 2020/21

The employer made a presentation that indicated that the Moderation Committee sat on 25 October 2021 and was able to conclude its work by 24 November 2021. This will allow for implementation by 17 December 2021 on PERSAL. The report reflected that five officials did not qualify for notch progression, 171 qualified for notch progression, whilst 201 qualified for both notch progression and a performance bonus. In line with *DPSA Circular 21 of 2021*, it must be noted that all public servants received a pensionable increase of 1.5%, which was paid on 2 December 2021. However, DHS employees who qualified will be paid their performance bonuses of 1.95% across-the-board for all those employees who qualified after assessment, which is inclusive of SMS members. Members will recall that the policy indicates that the bonus will be calculated based on affordability of the Department.

Labour noted the report and raised concerns about the fact that the report presented was not submitted to them prior to the special DBC to afford them an opportunity to seek and obtain a mandate from members. Labour further raised concerns about the close deadline that they are expected to respond and report on their mandate from members. They, however, committed to respond on or before close of business on 15 December 2021 in order not to jeopardise the payment targeted for 17 December 2021. Labour further proposed that a bilateral should be convened for 21 December 2021 to have a proper discussion on the overall performance of the Department as its interest was not only around the monetary aspect but performance of employees broadly.

Members are therefore requested to send their mandate on whether to accept or decline the payment offer of the employer via email to the Chief Negotiator, Gracia Rikhotso, on gracia.rikhotso@psa.co.za or to Velucia Maluleke on Velucia.maluleke@psa.co.za on or before close of business **15 December 2021**.

Report: OHS and COVID-19

The employer presented a verbal report, which stated that it had challenges in the past with compliance

with the above. However, it stated that since it has started working closely with all stakeholders, it has managed to improve its compliance. It still currently has challenges with the Landlord and Department of Public Works on the condition of the building in some areas.

The report shared stated that there are currently 146 employees who have tested positive for COVID-19, with 12 active positive cases. It was further reported that as and when there are positive cases, there is a decontamination process of affected areas immediately after such cases are brought to attention. Labour noted the verbal report and raised concerns that there was no written report and that the verbal report lacked important aspects on steps taken to review and conduct a risk assessment, given the rising COVID-19 figures.

Parties concluded that a follow-up bilateral meeting will be convened on 21 December 2021 to have an urgent Steering Committee to address labour's concerns around OHS and COVID-19.

GENERAL MANAGER