

Feedback: Departmental Bargaining Chamber (DBC)

Collective Agreement: New shift system - Security Officers

It was previously reported to members that labour and the employer were seized with the development and engagements on concluding a collective agreement on the Shift System for Security Personnel. Members were informed as the process unfolded and inputs were requested from affected members on a number of occasions. The consultation process was then brought to conclusion and the agreement was accordingly signed for implementation after receiving majority support from members. Members are urged to familiarise themselves with the contents of the agreement as it is now in place.

Placement Policy

The employer presented a draft revised policy for consultation with labour. The revised policy is intended to provide a framework for inbound and outbound placement of officials at levels 5 to 12, between head office and missions abroad. It will bring in a system of utilising a list of how long officials have been back at head office, passing an assessment, and then an interview for matching and placement in a mission abroad. The policy further provides the criteria to be used for placement of employees abroad as well as the process followed to do so. It caters for the inclusion of labour as observers in the Placement Panel as well as during feedback session to employees.

The PSA sent out an email to members who are in South African and abroad to provide inputs and a mandate for the PSA to adopt the policy at the DBC. Inputs were received and accordingly considered. The revised policy has been adopted in line with the majority mandate of members. It will come into operation once the DTRD process is finalised and agreed to.

Members will be updated.

GENERAL MANAGER