

Feedback: Departmental Bargaining Chamber (DBC)

Collective Agreement: New shift system

As members are aware, parties to the Chamber were tasked with the conclusion of a collective agreement to provide a basis for regulation of the working time and related matters of security officers. It applies to employees who are members of the security management directorate, security officers, senior security officers, key custodians and chief security officers. The agreement has been concluded within the legal framework of the *Labour Relations Act*, *Basic Conditions of Employment Act*, *Public Service Act*, Public Service Regulations of 2016, the Determination and Directive on Working Time in the Public Service of 2012 and *PSCBC Resolution 1/2007*. Members were consulted and updated throughout the process of finalising this agreement and the PSA is glad to announce that the agreement has been finalised and will be signed.

Payment: Subsistence and Travel (S&T) allowance claims - International trips

The PSA previously tabled this matter after concerns were received from PSA members on challenges faced with S&T payments for international trips. Employees are often disadvantaged with withdrawing money while on international trips. They end up getting far less amounts of allowances paid to them than the costs they actually incur. The employer reported that two service providers were engaged with the proposal of whether they could provide an additional service of making advance payments. One of the service providers was selected and a submission was made to the Director-General. The DG, however, raised concerns with the proposed process and advised that the matter should be taken to supply-chain management to consider an alternative process. The PSA emphasised that this matter has to receive urgent attention even though there are no international trips at the moment. The reason for the urgency is to ensure that when services return to normal and employees start to travel abroad, a process should be in place in order not to inconvenience employees any further.

Funeral and Bereavement Policy

The Funeral and Bereavement Policy was previously tabled by the employer at the DBC for consultation with labour. The Policy has not yet been finalised and labour indicated that it is critical that it is prioritised for the benefit of employees considering the current circumstances of the pandemic, which has cut many lives short. It was agreed with the employer that a Policy Task Team meeting will be convened as soon as possible for parties to deliberate on the Policy and strive to finalise it.

Application of COLA in violation of PSCBC Resolution 1/2008

As members are aware, the employer has acted in contravention of *PSCBC Resolution 1 of 2008*, which regulates the Foreign Service Dispensation (FSD) of employees stationed abroad to maintain a standard of living commensurate with the representational standard determined by the RSA Government. The matter has been referred to the PSCBC as an interpretation and application dispute to challenge the employer's non-compliance. A facilitation process with the General Secretary of the Council was held and parties failed to agree on the resolution of the dispute. The matter has now been set for arbitration on 3 March 2021.

Members will be updated on developments.

GENERAL MANAGER