

Feedback: Departmental Bargaining Chamber meeting - 24 May 2021

(Flowing from previous editions of the *Informus*, which can be obtained from the PSA's website)

2021/22 PMDS cycle project plan

The employer presented a project plan and requested comments and input. Labour undertook to obtain such from members and submit to the Chamber Secretariat on or before 13 June 2021. Feedback on the input received will be provided at the next Chamber meeting.

Review: Previous implementation of PMDS for 2020/21

Labour expressed anger over the flawed application of the policy and alleged tampering of scores by the Moderation Committee to ensure that only 25 staff members may qualify for a bonus. This process is regarded as unfair and subjective, as no fair criteria can be applied in such an instance. Labour resolved collectively to evoke section 17 of the Chamber rules for recourse after the employer did not respond to the issues raised by labour on performance bonuses for 2020/21. A formal dispute will be served to the employer through the DBC Secretariat by close of business on 28 May 2021. The item will be removed from the DBC agenda.

Office relocation

Members will recall that labour raised concerns regarding the state of the building, which is non-compliant with occupational health and safety standards. The employer gave an update that it was awaiting a directive from the Department of Public Works and Infrastructure (DPWI). DPWI indicated that the bid was cancelled, and it is awaiting a directive for acquisition. It will start with a new process of finding another building for the DPE by the end of October 2021. The DPWI has in the interim engaged the landlord to address identified challenges. This process already commenced. It was, however, noted that repairs are done whilst employees are at work and concerns about their health and safety were raised. It was agreed that the landlord will be requested to desist from doing repair work whilst employees are at work but rather after hours. Labour will parallel to the process of DPWI and approach the Department of Employment and Labour for assistance in determining whether the building is safe for employees to continue working, given the state of the building.

Return to work of employees

Labour was requested to submit two names per union of representatives who will represent employees

on the COVID-19 Steering Committee. This is in line with the guidelines from the National Department of Health protocols. The names must be submitted before close of business on 29 May 2021 given that the Steering Committee is scheduled to sit on 2 June 2021.

Telephone Policy

Parties previously could not reach agreement on all the input that was submitted and subsequently agreed to establish a task team. This task team will look at the various options proposed by labour to resolve the differences and must report on progress at the next meeting.

Policy amendments

The employer tabled the following policies for discussion and input:

- Safety, Health, Environmental and Quality Policy
- Gender Policy
- Disability Policy
- Security Policy

Parties resolved to establish a task team where discussions will ensue. Feedback will be given at the next DBC for adoption of the work of the task team.

The meeting adjourned. The next meeting will be on 22 July 2021.

GENERAL MANAGER