

## Feedback: Departmental Bargaining Chamber Meeting - 22 April 2021

### Occupational Health and Safety (OHS)

Members will recall that towards the end of last year, the employer failed to renew or appoint a service provider for daily screening, which resulted in the responsibility being passed on to Security personnel who were not trained on OHS COVID-19 related issues.

At the meeting, the employer reported that it has now appointed a service provider for daily screening who provided two nurses. The employer further developed an online screening form to avoid long queues in the morning when employees enter the building. Labour did not endorse the report that the employer intended to present on the basis that it was a management report and not one endorsed by the OHS Committee. It was then requested to first table the report to the OHS Committee and then bring it for discussion at the next Chamber meeting.

### Review: DPSA Organisational Structure and priority funded vacant posts under branch Administration

The employer presented a report on the total budget of R227.9 million allocated for posts, which showed a reduction on compensation by 26.4%. Out of the 117 vacant posts, 64 are now funded, leaving 53 posts unfunded. R35.6 million has been made available for the 64 posts, which will amount to R40.4 million with a R4.8 million deficit on compensation for the 2021/22-financial year. It was also noted that 29 of the 117 posts were filled in the past 12 months. However, noting from the above, it was brought to labour's attention that there are three employees in Administration whose positions have been affected after funding was not allocated for the three HR Chief Directors who were on the HR Plan. This therefore had an impact on the administrative side and the employer will be meeting with them together with their labour representatives to identify other suitable and alternative placement in the Department.

A Project Plan was also shared with labour where it was noted that the timelines needed to be revised given that both labour and management are aware of the ongoing threats by Treasury to cut budget allocation, especially the one allocated for personnel. Labour proposed that the employer should consider convening at least two sessions per week for benchmarking through the JE panel to fast-track the recruitment processes as identified by the Department. However, management stated that it will not be able to convene two sessions given that members of the Job Evaluation panel have other work

responsibilities and cannot afford to be away from their desks twice a week. It became clear that management brought the proposals to labour with no intention to consider its input objectively. Labour therefore rejected the presentation and proposals made therein and will escalate its concerns to the Director-General owing to management's refusal for fair consideration.

GENERAL MANAGER