

## Update: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 26 August 2021 and the following matters were discussed:

### Collective agreements and policies (Policy task team report)

Employer reported that task team meetings were held to deal with departmental policies, therefore only the sexual harassment policy was finalised and circulated to all parties. Workshops and consultation processes were conducted with employees and the final draft was circulated to all parties.

### Waste and water treatment plant

The employer made a presentation about waste and water treatment. Labour welcomed the presentation and requested the timeline from the employer for the project plan. The employer committed to develop project plan deliverables and will share these with parties within the next two weeks.

### Region A and B

The employer reported that the issue was dealt with by the task team, therefore there was an understanding that the Department does not have Region A and B as historically known, it is named salary disparities as opposed to Region A and B. The resolution taken was that there should be investigation to determine if indeed there is salary disparity, and if it is so, a job evaluation processes needs to be conducted. The employer shared terms of references with parties, which was adopted by parties.

### Election: Chairperson

The employer reported that it received communication from the former chairperson who requested to be recused of his duties owing to other commitments. The DBC then requested the Chamber to assist with a chairperson. The administrator noted the request and asked to escalate it to her principals and will provide feedback in the next DBC.

### Payments of PMDS: 2019/20

The employer reported that all qualifying employees were paid their PMDS for the 2019/20-financial year and requested that the matter to be removed from the DBC. The PSA raised concerns that three sections from head office are yet to receive payments for PMDS 2019/20, i.e. Electrical Engineering, Mechanical

Engineering and Special Major Projects. It was resolved that a bi-lateral meeting will be held between the employer and the PSA to deal with this matter as it is an isolated case.

### **Conditions of service: Security officials, workshops and call centre**

The employer tabled the policies and the DBC resolved that this matter be deferred to the task team that deals with collective agreements and policies for further comments and deliberations.

### **New online applications: Travelling and fleet travelling**

The employer reported that National Treasury approved the travelling policy framework 2017, which allows departments to develop online bookings for travelling. The employer recommended that transition from manual booking for travel to online booking be done to streamline all bookings. Online booking will reduce costs and improve turnaround times in initiating and approving travels tool. The employer committed to provide training and support to all employees. When the Department moves to the online booking tool this will ease some of the frustrations faced by officials daily when facilitating travel bookings, which have been aggravated by the COVID-19 pandemic. The envisaged commencement date of the online booking for travel management services will be 1 September 2021. Labour welcomed the presentation and emphasized that workshops should be conducted to all employees to allow smooth transition of the system.

### **Fleet**

The employer made a presentation for fleet as the solution to cater for officials employed by the Department who are intended to travel with departmental fleet vehicles for official business. The current fleet process has several shortcomings, hence the need to be optimised. Labour welcomed the presentation.

GENERAL MANAGER