

Update: Departmental Bargaining Chamber (DBC) meeting – 8 September 2021

Determination: Vote Weights

The GPSSBC Annual General Meeting was held on the 29 June 2021, and the following vote weights were adopted:

- PSA: 83.23% (139 members)
- NEHAWU: 16.17% (27 members)
- POPCRU: 00.60% (1 member)

List of Improved Qualifications

The employer reported that there is no progress from the department to implement the list of Improved Qualification, as the organizational structure is not yet finalized. Labour noted the report but emphasized the need for the employer to expedite the finalization of the organizational structure.

OHS compliance and COVID-19 regulations

The employer reported that all precautionary measures are taken by the department to ensure that workplace is safe, and employees are protected. The employer reported that employees will continue to work 100% from home and only visit the office, when necessary, the employer indicated that they are considering 100% working from home even beyond COVID-19 pandemic. The employer further provided an update about the rate of infections since March 2020 till date, that 43 cases were reported, 42 have recovered and 1 case is still active. The employer emphasized that all managers should continue encouraging employees to continue working remotely to limit potential infections. Labour have welcomed the report and requested employer to monitor those employees who work from the office when necessary to curb the spread of COVID-19.

Lack of capacity

The employer reported that this matter has been raised couple of times, however they are still encountering budgetary challenges. Labour was disappointed with the response from employer. The PSA have suggested that employer should consider contract employees in the interim as employer reported that some of the reason why the organizational structure is still not finalized is because of capacity. Employer have acceded to PSA's proposal and confirmed that they have already sent the submission for approval as soon as the submission for appointment of contract workers is approved posts will be advertised..

DSBD Change Management Framework

The employer reported that extensive consultation was done with labour and workshops were conducted for employees and the matter is finalized. Employer indicated that Change Management Framework will be implemented together with organizational structure..

Performance management and Development Policy for Head of Department, Non-SMS Employees and Senior Management Services (Director's/Chief Director/Deputy Director General)

The employer reported that consultations were done with labour and the policies have been approved. Approved policies will be emailed to labour.

Employment equity report

The employer reported that the matter was finalized at the task team meeting on 19 July 2021, Employment Equity Report will be sent to labour.

Awarding of bursaries for year 2021

The employer indicated that the awarding of bursaries policy has just being signed recently, the policy will be circulated to labour not later that the end of September 2021, shortly after that advertisement will be issued.

Discussion on the ASD-HRA post that is ready to be filled on transfer basis

Labour has since raised an issue of the intention for transfer of the post at the DBC for further, the employer has emphasized that recruitment and selection process will be considered and the process of advertising the post has begun. Labour have welcomed the report.

Moving to a new building/office

The employer reported that on Block G, Public Works is busy finalizing 24 months lease agreement, they are also in the process of buying furniture for employees who are working from home. The long-term accommodation with SITA and SIFA has been resuscitated. The lease agreement is effective from 1 June 2021, however, the process was not finalized hence Public Works have not yet handed over the building. The employer will provide progress report in the next DBC meeting.

Wellness and SHERG management policies

The employer reported that there was task team on the 19 July 2021 where both policies were extensively dealt with and subsequently approved.

GENERAL MANAGER