

## Departmental Bargaining Chamber – 4 June 2021

A Departmental Bargaining Chamber was held on 4 June 2021 where the following matters were discussed:

### **OHS policy and COVID-19 regulations**

The employer indicated that it has effected changes to the OHS policy to include COVID-19 regulations as agreed in the steering committee. The PSA requested time to engage its members on these amendments. The PSA further requested the employer to present a report on the status of COVID-19 in the Department. The employer agreed to grant the PSA more time to make inputs on the policy and that the employer will present a quarterly report to the DBC on the status of COVID-19 in the Department going forward.

### **Non-implementation of collective agreement**

The employer indicated that it has not fully implemented the 2018-collective agreement owing to a lack of funds but is now able to implement some of the outstanding matters in the current financial year. The PSA voiced displeasure at the lack of urgency by the employer to finalise this matter. The PSA further committed to engaging the employer in writing by 11 June 2021 in mapping a way forward to ensure that this matter is finalised.

### **Review of Policies (Housing policy; cellphone policy; Bursary policy; PMDS policy and Fleet Management policy)**

The employer gave an update that inputs received on all the policies have been made and that it will circulate the updated policies thereafter. It will request for a special DBC for the adoption of the policies. Labour noted the update by the employer.

### **Disclosure of information**

Labour raised a concern that the employer is acting in bad faith by withholding information that labour is legally entitled to and it is required to perform its job diligently. The employer noted the concerns and committed to improving in this area and that where it is unsure, it will seek guidance from its legal services.

### **Contract workers**

Labour raised a concern that the employer is no longer absorbing graduates from its academy automatically into jobs in the Department. The employer responded that it is currently prohibited from automatically absorbing the graduates owing to the prohibition of the Public Service Regulations of 2016, however, the Department has been extending the contracts over the past months and is also ring fencing certain jobs for internal competitions. The employer committed to sharing the strategy and the model of the academy with labour by 11 June 2021.

GENERAL MANAGER