

Feedback: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 5 February 2021 where the following matters were discussed: Implementation of section-23 benefits; review of policies (recruitment and selection; PMDS; internal transfer and policy on recognition of improved qualifications); status of lease for City Forum Building and possible relocation; OHS compliance and COVID-19 regulations.

Section-23 benefits

The employer reported that it had made some progress in tracing employees who left the IPID and families of those who are deceased, however, there are some employees that is still experiencing challenges in tracing. The employer requested the assistance of labour in tracing those employees. An updated list of such employees will be sent to labour by 12 February 2021.

The PSA voiced its displeasure with the lack of urgency in finalising this matter but welcomed the employer's proposal that a list of employees that IPID has challenges in tracing will be sent to labour for assistance in tracing such employees. The PSA further indicated that a court order for contempt against the IPID was received on 4 February 2021.

Status of lease for City Forum Building and possible relocation

The employer reported that significant progress has been made and that the new building is some 95% complete and relocation will take place soon. The employer committed to sending labour a report from the new landlord by 12 February 2021. Labour noted the report/progress by the employer and indicated that it will await the report from the landlord. The PSA urged the employer to ensure that the current building is habitable in terms of air conditioners, lifts, etc., whilst waiting to relocate to the new building.

Review: Policies

The employer indicated that it has given labour time to consult on policies and that the policies were due for approval. The PSA requested time to get a mandate from its members and the employer agreed. If a mandate is given (endorsing the policies), a special DBC will be requested for the adoption of the policies.

OHS Compliance and COVID-19 regulations

The employer reported that it does not have a report on this matter as the person responsible for the report is absent in the DBC. Labour responded that the feedback (or lack of) by the employer is totally

unacceptable because this is happening for the second time. It was agreed that the employer will send the report to labour by 12 February 2021 and that in future the report should be made available irrespective of the availability or unavailability of the responsible person to attend the DBC.

The PSA raised concerns that as much as the COVID-19 Steering Committee meetings are now being held regularly (virtually), members of labour do not have the tools of trade (4G and data) to be part of those meetings. The employer indicated that it is aware of the challenges and committed to attend to those issues promptly.

GENERAL MANAGER