

Feedback: GPSSBC Meeting – 17 September 2021

Members are informed that the KZN GPSSBC meeting was held virtually on 17 September 2021. The following is a summary of the proceedings of the meeting:

Vote weights

The Secretary reported that the PSA working together with UNIPSA, NUPSAW, NPSWU, HOSPERSA and SSAPSA held 69,74% of the vote weights of the Provincial Bargaining Chamber.

Filling of posts that are not on the organisational structure/Recognition of improved Qualifications/High Vacancy Rate: KZN Department of Agriculture

A Departmental Management and Labour Committee (DMLC) meeting was held on 24 August 2021 to elect a new Chairperson and Vice Chairperson and to deliberate on the abovementioned issues. However, Labour requested time to nominate a new Chairperson and a Vice Chairperson. Labour was also satisfied that the Committee was now in place to address issues. It was therefore agreed that this item be removed from the agenda.

Reporting by departmental task teams - KZN Department of Transport: Status of Uniforms for RTI/PTES, Personal Officer Devices (pods), Unbearable Working Conditions PTES, Tracker Units

The Department confirmed that uniforms will be issued. PODS will be tabled at the Bid Evaluation Committee (BEC) meeting and a report will be submitted at the next DTT meeting. The MEC is to conduct a physical inspection of the PTES building and propose the erection of a new building. The matter regarding Tracker Units was referred to the DTT work group and a report will be submitted at the next meeting.

KZN Provincial Treasury Structural Alignment

The Department reported that approval was received from Treasury's Budget Office to submit the proposed structure to DPSA via the Premier of the Province. No additional funding was required as all Units used the budget for consultants to fund 74 new permanent posts, which also meant that the Department will not be outsourcing most services. The Department received the concurrence of the Minister of Public Service and Administration in February 2020. However, due to disruptions caused by COVID-19, the MEC of Finance approved the structure only on 20 August 2020 for implementation with

effect from 1 April 2021. The structure will be implemented in phases, which has already commenced on 6 September 2021 with the advertising of 65 new posts.

KZN Department of Education: Filling of Posts/Occupational Health and Safety (OHS) /Early Childhood Development(ECD) Function Shift

The Department reported that whilst the filling of posts at special schools was a priority, budgetary constraints made this difficult. OHS Committees in Districts are fully functional, and all committee members have been workshopped on their roles and responsibilities. The ECD function shift from the Department of Social Development (DSD) to the Department of Education (DOE) is expected to result in 70 employees being transferred from DSD to the DOE by April 2022. Workshops are currently being held with DSD officials regarding the organisational structure and the Job Descriptions relevant to the DOE.

KZN Department of Works: Renewal of Organisational Structure

Consultations on the draft structure were concluded on 16 September 2021. The Department was consolidating inputs to submit to Treasury and the Office of the Premier for concurrence. Labour proposed that the consolidated inputs be discussed at the DTT, and Labour be afforded the opportunity to revert to its constituencies to determine if different inputs existed. The DTT will determine timelines for the submission of additional inputs.

Office of the Premier (OTP)

As a concern was raised about appointment requirements being amended to favour certain individuals, a full investigation will be conducted into recruitment processes within the Finance Accounting Unit and employment equity and discriminatory issues will also be addressed.

Provision of Contracts of Employment, Uniforms and Protective Clothing and Payment of Night Shift Allowance: KZN Department of Education

Members were previously informed, that the Department had undertaken to furnish employees who may not have received a copy of their contracts of employment or who require a copy of such contracts, with their contracts. The Department further confirmed that all employees who perform night shift duties are entitled to the night shift allowance, including Security Officers. Moreover, the Department advised that schools are required to make provision in their annual budget allocations for the provision of uniforms and protective clothing. A meeting of the DTT will be convened on 30 September 2021 to further discuss these issues. Members who experience any such problems are once again encouraged to contact the PSA Durban Office (031-3103600) and the Pietermaritzburg Office (033-3927600) for assistance.

KZN Department of Human Settlements: Restructuring

Members were previously informed that the Department had submitted a report on the new structure that had been developed to align to the Department's mandate. The Department has now indicated that the process has been placed on hold as the MEC has been moved.

Legal Representation at Disciplinary Hearings/Non-Compliance with Chamber decisions and Settlement Agreements: KZN Department of Education

The PSA expressed concern about the Department's continued use of legal representatives in disciplinary hearings, although the Department has sufficient capacity and despite an undertaking in the Chamber in 2019 to desist from such practices. The PSA was also concerned about the cost implications. The Department submitted that these concerns should be raised at the disciplinary hearing,

or the dispute resolution processes should be invoked. Furthermore, the PSA should formally request for full disclosure of the cost implications, which will be done. The PSA also reported that Treasury had initiated an investigation into the School Nutrition Programme which resulted in disciplinary steps being initiated only against junior officials although the HOD and MEC were fully aware of what was happening. The Department submitted that it unequivocally subscribes to treating all employees equally and suggested that the PSA report allegations of impropriety to Treasury. The PSA noted the Department's response and undertook to take steps to address the issue.

Allegations of Nepotism, Victimization and Unfair Treatment: KZN Department of Works

The PSA reported that staff at the Midlands Regional Office had complained of being treated unfairly, by the Director of the Region and that 60% of staff in the Human Resource Office were in some way related to the Director. Favouritism was therefore rife and some of the related staff members sometimes do not even report for duty but are being fully paid each month. The Department requested Labour to provide evidence, if possible, and suggest a way forward in addressing this issue.

Possible Merger of the Departments Of Arts and Culture and Sports and Recreation

The employer reported that consultations have taken place with Labour on the possible merger of these two Departments. Labour was encouraged to appoint representatives to be part of the entire process. The process should be finalised by 1 April 2022. The next meeting for the Chamber is scheduled for 26 November 2021 and members are encouraged to submit items for inclusion on the agenda.

GENERAL MANAGER