

## Feedback: Departmental Bargaining Chamber meeting - 14 April 2021

### MISA's response to COVID-19

The employer presented a written report indicating that a roster was developed for employees to go to offices on a rotational basis. Employees over 60 years are working from home, employees with co-morbidities are also allowed to work from home, subject to them providing the necessary proof from their medical doctor and that all COVID-19 protocols are observed by the employer. The PSA was displeased because the report was only presented in the meeting (not in compliance with Governance rules) thus denying time to go through the report and meaningfully engage on the report. The PSA further raised concerns on the failure by the employer to provide employees working from home with tools of trade, i.e. laptops and data. It was agreed that the PSA will make inputs on the report by the employer and on the outdated risk adjusted plan through or to the steering committee dealing with COVID-19. Employees with no tools of trade are requested to submit their names to Mr Modau Takalani at:

[Takalani.Modau@misa.gov.za](mailto:Takalani.Modau@misa.gov.za) to engage the employer further.

### Compliance: OHS Act

The employer presented a report on its efforts to comply with *the OHS Act* and stating that an Occupational Health and Safety Committee has finally been established. Whilst the PSA noted that there may have been some movement/s, it raised deep concerns that the employer is making it a habit to present documents during the meeting thus denying labour time to go through the report and engage meaningfully. The PSA further raised concerns that the employer was dragging its feet in getting the building inspected by an inspector from the Department of Employment and Labour. The employer committed to sending labour the report on OHS by close of business on 14 April 2021 and that labour will be allowed to engage the employer on the report through or directed to the OHS committee. The employer also committed to copying labour when engaging the Department of Employment and Labour regarding the inspection of the building and that this matter needs to be escalated to the Inspector-General if the responsible inspector is not cooperating.

### **MISA Organisational Development**

The employer indicated that MISA management has indeed withdrawn the submission on the review of the organisational structure from the Minister's office as committed in the last meeting and that it will start the entire process afresh and consult all stakeholders that need to be consulted. The PSA welcomed the withdrawal of the submission as the process was grossly flawed and requested the employer to provide a detailed project plan of how it is going to deal with this matter going forward to avoid a repeat of the same mistakes. The employer committed to providing labour with a project plan by 30 April 2021.

GENERAL MANAGER