

## Update: Joint Bargaining Forum

A Joint Bargaining Forum was held on 1 December 2021 and the following matters were discussed:

### Vote weights

The following vote weights were adopted:

PSA: 46 members (42%)

Nehawu: 63 members (58%)

### Recognition Agreement

Labour received the draft Recognition Agreement from the employer on 29 October 2021. The draft Recognition Agreement was circulated to all members for inputs and comments. Inputs and comments were discussed during the meeting. Parties are anticipating finalising the Recognition Agreement by not later than the end of January 2022.

### Organisational Structure Review

In September 2020, the NLSA received communication from the Department of Sport, Arts and Culture (DSAC), informing the NLSA of budgetary cuts for the 2020/21-financial year. The NLSA was informed that R2.7 m needed to be shaved from the personnel budget. These budget cuts effectively meant that filling of vacant positions was no longer possible. The NLSA Board mandated management to reduce expenditure to realise savings in the personnel budget, which was impacted by the budget cuts. In addition, entities were asked to submit their turnaround strategy to the National Treasury through the DSAC on how entities would ensure that business operations were not affected by the budget cuts.

The NLSA structure was thought to be top heavy and the management level was analysed and revised to realise savings on the personnel budget. The positions of Chief Financial Officer and Executive Director: Corporate Services were combined to form the position of Executive Director: Finance: Corporate Services. The positions of Director: Bibliographic Services and Collections Management and Director: Preservation and Conservation Services were combined to form the position of Director: Business Development. The Positions of Director: Information Access Services and Director: Centre for the Book were combined to form the position of Director: Public Engagement. The NLSA contracted a service provider to implement an organisational design project at the NLSA. The project has been extended and

is projected to be completed at the end of February 2022. While the OD project will preset a new structure for the NLSA, it is necessary during the project to fill vacant positions. In the filling of vacant positions, the business need of the position is confirmed, and the job profile is revised to ensure that the NLSA secures the skills needed for the position.

### **December 2021 shutdown**

The employer reported that the NLSA will shutdown on 24 December 2021 and re-open on 3 January 2022, whilst the library will close on 23 December 2021.

### **Operating hours: December and January**

The employer reported that the operating hours will be as follows:

08:00 to 16:00 from 1 December 2021 to the first week of February 2022.

### **Cost-of-living adjustment: 2022/23**

The employer indicated that it is ready to start salary negotiations for the 2022/23-financial year. Labour was given until Friday, 10 December 2021 to submit consolidated demands for the financial year 2022/23, to allow the employer reasonable time to consult its principals.

*The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 safe and speedy recovery.*

GENERAL MANAGER