

Feedback: Departmental Bargaining Chamber meeting - 24 November 2021

Transformation and Restructuring Task Team (TRTT)

The Task Team reported that the Branch Matching Committees commenced to facilitate the matching and placing of staff on the newly approved organisational structure. There are four established Matching Committees, namely for the Branch: Professional: Learning and Development (LPD), Branch: Professional Support Services (PSS), Branch: Administration, and for the joint Office of the Principal and the Branch: Finance.

Migration Committees Guide

The consulted Guide for the Migration Committees basically makes provision for Direct, Indirect and Competitive migration. The PSA partakes in all these Committees. Presently, all Committee Branches have finalised placement, excluding requests from members for cross-Branche transfers. The process of the Matching Committee for Professional Learning and Development was put on hold owing to discovered malpractices by the PSA, which are to be investigated by the employer. The PSA is gearing for the finalisation of this process before end of the year. This will assist members prior to the festive season, knowing where they are being placed.

COVID-19 regulations and occupational health and safety (OHS) matters

Labour forms part of OHS deliberations. Parties agreed that the activities of this Committee are to be populated to the TRTT, as it seems that the latter structure is more active and ongoing. Monthly reports of all Branches are tabled and analysed in these Committee meetings. Two meetings will be convened before the end of the calendar year. Presentation on vaccination has been discussed. Labour felt strongly that the Department seems to be too relaxed and is no longer strictly monitoring compliance by staff. The implementation of *DPSA Circular 1 of 2021* on 75% return to work has not been implemented fully from the perspective of labour. The PSA insisted that the employer must make a presentation at Chamber level for record purposes, though not in detail. The employer agreed and will also investigate the reported non-compliance at entrances of the premises where there is no sanitisation as well as failure to monitor temperature.

Bursary Continuity Policy

The policy was extensively deliberated on in the Policy Task Team. All submitted inputs were incorporated. This policy has been tabled for approval by the Head of the Institution for implementation

and will accordingly be adopted in the Chamber for record purposes.

NSG Service Delivery Charter

A service delivery charter is a public document that sets out the standards of service that service beneficiaries can expect from a government, as well as complaints mechanisms. A charter is intended to ensure that there is focus on service beneficiaries, management of their expectations, measurement and assessment of performance, and the initiation of service delivery improvement. It also reinforces the institution's commitment to service delivery improvement, delivering services equitably and fairly and enhancing communications with service beneficiaries through publicised service standards and redress mechanisms. The PSA had instantly submitted its inputs on the charter, in conjunction with the National Branch. The inputs and comments were acknowledged by the employer. The charter has been tabled for the principal's approval and implementation. The employer reported that it is still waiting for finalisation by the Office of the Principal.

Departmental Policies

The employer tabled the following drafts for deferment to the Policy Task Team for further engagements:

- Whistle Blowing Policy
- Gift Policy
- Fraud and Anti-Corruption Policy
- Revenue Management Policy
- Debtors Management Policy
- NSG Tariff Review Policy

Members will be informed of developments.

Sincere condolences to all members and their families who were and/or are impacted by the COVID-19 pandemic.

GENERAL MANAGER