

Feedback: Departmental Bargaining Chamber (DBC) meeting – 3 August 2021

OHS compliance and COVID-19 regulations

The employer presented a report and indicated that the OHS Committee will now deal with COVID-19 issues. Labour noted the report but raised concerns regarding the non-functionality of the OHS Committee as well as the lack or absence of a vaccination plan. The employer committed to ensuring the functionality of the OHS Committee while ensuring that there is constant communication, going out to employees encouraging them to register for vaccination, which is being administered by the Department of Health.

Working conditions: 40 Church Street

The employer indicated that they could not get a service provider to conduct a thorough assessment of the building as committed in the last DBC, owing to hindrances in the Supply Chain (SCM) processes. The PSA voiced its displeasure at the employer's lack of urgency in finalising this matter as the building continues to pose a risk to employees working in it. The PSA registered a deadlock and requested this matter to be referred for facilitation.

Transfer: Municipal Financial Recovery Services (MFRS) from Office of the Accountant General (OAG) to Intergovernmental Relations

The employer indicated that this matter is a work in progress as the Accounting Officer is still studying the report with findings and recommendations from the task team. The PSA registered its disappointment at the pace at which the employer is handling this matter, urging urgency due to the anxiety it has caused for employees who are likely to be affected by this process.

Performance Assessments 2019/2020

The employer indicated that the assessments were concluded, and employees were paid their bonuses and pay progression respectively. The PSA is delighted that this matter is finalised after the PSA put substantial pressure on the employer to conclude the matter.

Policies

The employer brought the following four (4) policies to the DBC for consultation:

- Recruitment and Selection

- Learning and Development
- PMDS
- ER Guidelines

Labour noted the policies and requested time to get inputs from their members before engaging in the task teams. Labour was given until 3 September 2021 to get inputs from their members.

Determination of vote weights in the Chamber

The following vote weights were presented by the Secretariat for noting by the parties:

- PSA - 63,25% = 561 members
- NEHAWU - 36,64% = 325 members
- POPCRU - 0.11% = 1 member

GENERAL MANAGER