

## Feedback: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 7 April 2021 and the following agenda items were discussed:

### OHS Compliance and COVID-19 regulations

The employer indicated that there are no setbacks or major issues regarding this matter as there is a task team that was established where labour is represented and the task team holds weekly meetings. Labour noted the report but requested the employer to submit a written report. The employer agreed to submit a written report by 13 April 2021.

### Organisational structure audit and review

The employer indicated that it has finalised the process and sent the report with findings and recommendations to the Project Sponsor. The PSA requested a copy of the report so that it can be interrogated. The employer will request for a mandate or permission from its principals to share the report with labour and provide feedback by 25 April 2021.

### Working conditions: 40 Church Street

The employer indicated that the structure of the building is intact albeit it being an old or heritage building but admitted that there are minor defects generally in the building, g i.e. water leaks during rainy seasons. The employer committed to submitting a comprehensive report to labour by 20 July 2021 on the status of that building. The PSA is delighted to inform members that employer committed to prioritising and fixing all defects of the building as a matter of urgency after it has put pressure on the employer.

### Internal Identification Project

The employer indicated that the project is ongoing and that it has acceded to labour's request that the uploading of employee's pictures on their e-mails as part of their signatures be voluntary and not compulsory. The employer further indicated employees who want to upload their photos may still do so. The PSA noted the report by the employer.

### Policies

- Policy on reasonable accommodation for employees with disabilities
- Rotation Framework within NT
- Coaching framework

- NT Employment Equity Policy
- Recognition and reward Policy
- Smoking Policy

Parties agreed to have three task team meetings dealing with two policies per meeting in April and May so that the policies can be finalised.

### **Performance assessments: 2019/20**

The PSA raised grave concerns that the employer failed to comply with DPSA directive that all performance assessments of 2019/20 should have been finalised by 31 March 2021. The employer indicated that it has requested for deviation from the DPSA for non-compliance with the directive and that the assessments will be finalised by 15 May 2021 latest. The employer further committed to issuing a communique to employees by 16 April 2021 regarding the performance assessments of 2019/20 and how it is going to deal with the performance assessments of 2020/21.

GENERAL MANAGER