

FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT (DALRRD)

20-10-2022

Feedback: Special Departmental Bargaining Chamber (DBC) - 14 October 2022

Shift system and overtime at borders

A task team, consisting of the employer and labour, visited borders where members were consulted regarding capped overtime owing to long hours worked during peak seasons. A consolidated report is awaited and it was resolved that the report will be presented in the next DBC meeting. The employer will circulate the report to labour on or before **21 October 2022**.

State of OHS at employee dwellings and workplaces at borders

Labour raised concerns regarding sub-standard, unhealthy, and unsafe workplaces and residential facilities at borders. Parties resolved to inspect *in loco* as a matter of urgency after receiving several complaints from Mpumalanga borders. The employer is to draft a program of action to be presented in the next DBC meeting. To ensure continuity, the same team that previously visited the borders will be used.

Challenges at GADI

A special DBC meeting will be held at GADI to deal with issues affecting the institution. It was resolved that the meeting will be convened on 28 and 29 November 2022.

Skills development for DBC members

The employer undertook to capacitate shop stewards. Upon conclusion of elections by unions, parties will identify areas of development and the employer will appoint a service provider to facilitate training interventions. The training aims at improving the skills of shop stewards in aspects of labour relations. The tentative dates for the workshop are 24 and 25 January 2023.

Finalisation of performance assessments: 2022/23-financial year

The employer reported that it has finalised the assessments and is waiting for the Moderation Committee to finalise the implementation.

Border Management Agency (BMA)

The employer presented a letter from the BMA and parties resolved that each party would engage its principals for intervention.

Proposed Fit-for-Purpose Structure

Labour objected to the employer's presentation of the structure as the document was only submitted a day before the meeting. Subsequently, labour requested to be allowed time to go through the presentation. Labour will submit their written inputs for further discussion.

Transfer of Agricultural Colleges from DHET to DALRRD

The employer was mandated to draft a program and submit a framework together with a proposal by Wednesday, 19 October 2022. Labour is still waiting for the program from the employer.

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER