

FOR PSA MEMBERS: **DEPARTMENT OF AGRICULTURE, LAND REFORM, AND RURAL DEVELOPMENT**

21-02-2022

Feedback: Departmental Bargaining Chamber

A Chamber meeting was held on 16 February 2022 where the following issues were discussed:

HR Policies

The employer presented the Sport and Special Leave policies together with Code of Conduct for adoption by the Chamber after discussion and recommendation was made by the departmental task teams. It was reported that the employees were consulted and their inputs were considered. The Chamber endorsed and approved the said policies, which will be submitted to the Director-General for approval.

Challenges: Shift system at border posts

The employer reported that it has been receiving various complaints from managers and employees at border posts across the county pertaining to operational hours. Apparently, the employer introduced a “gentlemen’s agreement” as a pilot on operational hours to regulate overtime and other challenges with working conditions. The agreement will cease to exist and will be replaced by a collective agreement with effect from 1 April 2022. However, there is a need to investigate current challenges before such a collective agreement could be concluded. Parties agreed to set up task teams consisting of both employer and labour, which will visit the various borders on 17 and 18 March 2022 for investigation in order to come up with interventions before the peak period over the Easter weekend. A total of five teams will be established to visit two Limpopo borders, KwaZulu-Natal, Mpumalanga, and North West borders respectively. Labour was requested to submit names of its representatives to the employer, whilst the employer will be seeking budget approval for logistics.

Strategic Plan for DBC

The employer proposed that parties consider setting aside two days to meet and strategise on other agenda items that have been on the agenda for a while. Parties agreed to identify dates and communicate these by the end of the week through the DBC secretariat.

Members will be informed of developments.

GENERAL MANAGER