

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

20-07-2022

## Feedback: Departmental Bargaining Chamber Meeting

A meeting was held on 19 July 2022 where the following items were discussed:

### Vote weights

PSA – 3 676 (54.38%)

Nehawu – 3 130 (44.62%)

Popcru – 70 (1%)

The PSA appreciates shop stewards who continuously recruit and service members to ensure that the PSA retains majority status.

### Elections

Chairperson – Joseph Mahlalela

Vice-Chairperson: Labour – Ndivhuwo Thinga

Vice-Chairperson: Employer – Bongani Sono

### Shift system

Various task teams were established after receipt of numerous complaints regarding overtime for employees at borders. The employer will compile a report, which will be tabled during the special Bargaining Chamber meeting to be arranged soonest. Further, a Border Management *Indaba* will be convened for two to three days to address challenges at borders and map a way forward.

### Kruger National Park: Work challenges

The PSA tabled this agenda item after receiving numerous complaints from members based at Kruger National Park and other border gates. The employer also reported that renovations of dwellings and workstations have commenced as part of the endeavour to address some of the problems. It was resolved that a special visit will be arranged where all employees will be engaged across various border posts. A special DBC, to be held on 25 July 2022, will deal with the schedule of border visits.

## Issues at Grootfontein Agricultural Development Institute

Members are aware of problems at the Institute. Subsequently, the DBC resolved to conduct an inspection *in loco* from 10 to 12 August 2022. Logistics are to be discussed during a special DBC meeting to be held on 25 July 2022.

## Payment of performance bonuses 2020/21

The employer reported that all deserving and qualifying employees were paid. Members are thus advised to contact the employer and PSA shop stewards if they are of the view that they qualified and were omitted when payments were concluded.

## OHS challenges

The employer requested that the matter be deferred to a special DBC meeting, which will be convened on 25 July 2022 to consolidate a comprehensive list of workplaces that need to be visited to resolve challenges.

## Transfer of employees from Namibian fence to Limpopo

The employer reported that the prevalence of foot-and-mouth disease in Limpopo has necessitated the transfer of guards who were deployed to guard the Namibian fence. Budget has been set aside for the project and affected employees will be consulted once the matter is dealt with in the Chamber. Further details are to be shared in the coming special DBC.

## Border Management Agency (BMA)

Labour raised concerns as some managers have started engaging employees even before discussion can take place in the DBC. The situation has caused anxiety and has caused employees to be unsettled regarding their terms and conditions of employment that might be tampered with without proper consultation. The employer undertook to follow rules of engagement when dealing with this matter. Members are advised to alert the PSA of any problems.

## Policies for endorsement by DBC

Three policies were endorsed by the DBC, namely: Gift Policy, Mobile Communication Policy, and Funeral Policy.

## Matters deferred to next DBC meeting

- **Buffelspoort issue:** To allow labour to finalise internal consultation with members.
- **Non-implementation of PSCBC Resolution 1/2012:** The employer to consider the information pertaining to this matter.
- **30% cap of overtime:** Matter to be investigated further.
- **OSD issues:** Bilateral meeting to be arranged to narrow down issues.
- **Assessment of employees for 2021/22:** The employer without mandate

Members will be informed of developments.

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

GENERAL MANAGER