

## Feedback: Departmental Bargaining Chamber - 11 February 2022

### OHS compliance and COVID-19 regulations

The employer reported that it intends implementing a 100%-occupancy rate in terms of DPSA *Circular 1/2022*. Employees with co-morbidities will be required to submit medical reports to management, so that they could continue to work remotely. The PSA was disappointed that the employer failed to submit COVID-19 statistics to the meeting. The employer indicated that it is unable to provide the statistics because of the *POPIA*. The PSA held a strong view that the employer was in contravention of COVID-19 regulations and decided to invoke section 19 of the GPSSBC governance rules to force the employer to comply. Members will be informed of developments.

### Restructuring of organisational structure

The employer reported that the DPSA requested the Department to make amendments to the organisational structure before approval and concurrence. A service provider was appointed to assist the Department to realign the organisational structure with the mandate of the Department. The service provider suggested three options and the employer decided to adopt the third option. The PSA was dissatisfied that the employer failed to consult sufficiently with labour about the options suggested by the service provider. As a result, the PSA requested that a special DBC meeting be scheduled on 28 February 2022 to allow the employer to make a comprehensive presentation about the recommendation of the service provider. Members will be informed of developments.

### Early Childhood Development report

The employer reported that the NMOG process to transfer seven identified employees from Social Development to Basic Education was underway. The employees included five contract workers and two social workers. Affected employees will assume their new responsibilities on 1 April 2022. A comprehensive report will be presented at the next DBC meeting.

### Parking allocation

A task team meeting was held to deliberate on the dynamics of the allocation of parking spaces in the Department. There were 19 parking spaces allocated in 2021 and only four spaces were outstanding. The Department committed to allocate parking space according to the waiting list. Bi-lateral meetings with the Department of Public Works to extend the parking spaces are on-going. Members will be updated on developments.

### **Appointment: Contract workers**

The employer reported that the contracts of employment attached to permanent posts were extended beyond 31 March 2022. There was lack of commitment from other branches to absorb contract workers. The employer further indicated that it was unable to provide the number of contract workers employed in this financial year. The PSA was dissatisfied with the submission and requested that the matter be deferred to the special DBC meeting scheduled for 28 February 2022, so that a comprehensive report could be presented. Members will be informed about developments.

### **Departmental policies**

The employer tabled the following draft departmental policies for consultation at the task team:

- ICT Security policy and procedure
- Loss and Disposal policy
- Transport policy
- New access users management policy and procedure

The draft departmental policies will be circulated on the website of the Department for employees to make inputs.

*The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.*

GENERAL MANAGER