

## Feedback: Departmental Bargaining Chamber meeting – 5 December 2022

### OHS compliance and COVID-19 regulations

The employer reported that it did a walkabout and conceded that indeed some air conditioners are malfunctioning as alleged by labour. The employer further indicated that the occupational health and safety (OHS) policy has been approved. The PSA raised concern that employees are forced to work in an uncondusive environment with malfunctioning air conditioners and demanded that employees are allowed to work from home whilst the employer is addressing this matter. The employer committed to engaging its principals on the PSA's request and will report in the next DBC meeting.

### Review: DCDT organisational structure

The employer indicated that it is dealing with this matter in phases and shared an “updated project plan” with labour. The employer further indicated that it had a workshop regarding the service delivery model (SDM) on 30 November 2022 and that branches in the Department were given until 9 December to make inputs. The PSA bemoaned that the “updated project plan” was overtaken by events because activities and timelines presented were not corresponding. The PSA reiterated its concerns regarding the ambitious and tight deadline for the finalisation of the structure, *i.e.*, 31 March 2023, and indicated that it will not compromise or rush consultation with members. The employer noted the PSA's concerns and committed to sending an updated project plan within seven days.

### PMDS 2021/22

The employer reported that performance assessments of employees on salary level 12 and below have been finalised and that a submission was forwarded to the Director-General for approval. The employer is optimistic that the implementation of notch increments for all qualifying employees will be done by 31 December 2022. The employer further reported that for SMS members, there was one outstanding case that was only resolved last week and that a submission for implementation (for all SMS members) will be done this week with the view that implementation will be done by 31 December 2022. The PSA noted the employer's submission.

### Implementation of Resolution 3/2009 after merging of the two Departments

The employer reported that the number of employees not placed on the structure remains at four as reported in the last meeting and that it intends to ensure the placement of these employees during the

review of the organisational structure process. The PSA noted the submission by the employer and requested that the employer must prioritise the placement of these employees during the review of the structure because of the anxiety they are going through since the merger of the two Departments.

### **Remote Working Policy**

The employer reported that it engaged with its principals who declined the demand by labour to resuscitate this policy that was initiated by the employer in 2020, citing that Public Service does not have such a policy. Labour bemoaned that the employer misconstrued its task by engaging individuals instead of the Business Continuity Committee (BCC) that was responsible for initiating that policy. Labour indicated willingness to address the BCC on the demand if there is a need. The employer agreed to engage the BCC and provide feedback in the next meeting.

### **Subsistence and Travel (S&T) Policy**

Parties agreed that this policy will be consulted in the task team scheduled for 8 December 2022.

GENERAL MANAGER