

Feedback: Departmental Bargaining Chamber meeting - 8 March 2022

Job evaluation: Client Service Officers (CSO) and Mobile Truck CSO

The post of CSO was job evaluated on 8 February 2022 as an integrated post. The JE panel recommended that the post be re-evaluated as a specialist post. Both the post of CSO and Mobile Truck were presented to the JE meeting on 4 March 2022. The panel felt that other aspects of the Department, such as UIF and Compensation function, were not considered. The panel decided to reschedule the meeting to 4 to 8 April 2022. The PSA was disappointed by the report and invoked section 17 of the GPSSBC governance rules to force the employer to fast-track the process. The PSA condemned the constant delays and maintained that the job evaluation process must be finalised before the end of March 2022.

Job evaluation: IES Inspector post

The employer reported that an analysis of data was completed. The posts were scheduled to be presented to the JE panel on 8 February 2022 but the meeting was adjourned owing to system failure and loadshedding. The meeting was rescheduled on 4 March 2022 but the employer failed to provide panel members with documents on time. The meeting was postponed to 4 to 8 April 2022. The PSA was disappointed by the report and invoked section 17 of the GPSSBC governance rules to force the employer to fast-track the process. The PSA condemned the constant delays and maintained that the job evaluation process must be finalised before the end of March 2022.

Vacancy rate report (Resolution 1/2008)

The employer reported that there were 917 vacant posts in total and 252 posts have been vacant for more than 12 months. The PSA noted the report and indicated that it was unacceptable for the Department that is responsible for creation of employment to have a high number of vacancies. The PSA urged the employer to develop an implementation plan to advertise the positions and fill these as a matter of urgency. The meeting resolved that the employer must present an implementation plan at the special DBC meeting scheduled for 31 March 2022.

OHS compliance and COVID-19 regulations

The employer reported that the revised return-to-work plan was still under consideration. The Department will continue to maintain a 75% occupancy rate. The rotation system will be implemented. There was no

COVID-19 positive case reported for the past month. The employer committed to provide labour with a risk assessment and readiness report.

Non-consultation: IES branch restructuring process

The matter was facilitated on 1 March 2022 and parties agreed to establish a task team and convene a meeting so that consultation could begin. Members will be informed of developments.

UIF structure rolling-out

The PSA discovered that the employer intended to roll-out the UIF structure to employees from 16 to 18 March 2022 without informing labour. The PSA demanded that the roll-out process be put on hold until labour is consulted sufficiently. A special DBC meeting was proposed for 15 March 2022. The employer noted the concern and committed to engage the Commissioner of the UIF and revert to the PSA on 11 March 2022 with a clear mandate. Members will be informed of developments.

Non-payment: 2019/20-performance incentives

The PSA raised a concern about outstanding payments of 2019/20-performance incentives for Mpumalanga employees. The employer noted the concern and indicated that a submission was routed to the Director-General for approval and feedback will be provided to the PSA within 14 working days. Members will be informed of developments.

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