

## Feedback: Annual General Meeting and Departmental Bargaining Chamber meeting (DBC) - 16 August 2022

### Vote weights

The following vote weights were presented for noting by parties:

- PSA – 66.57% (5 321 members)
- Nehawu – 31.90% (2 550 members)
- Popcru – 1.53% (122 members)

### Review: Sexual Harassment Policy

The PSA tabled the matter for discussion. The purpose was to ensure that the Sexual Harassment Policy was in line with the new Code of Good Practice on Sexual Harassment. The PSA emphasized that workplace bullying should be included in the policy as per the new directive. The matter was deferred to the policy task team for further deliberation.

### Job evaluation process: Client Service Officers and IES inspectors

It was reported in the previous *Informus* that the JE panel concluded its meeting on 28 March 2022 and submitted recommendations to the Director-General for approval. The employer reported that the submission for approval was withdrawn owing to identified discrepancies. The employer requested to convene a special DBC meeting in the first week of September 2022 to provide clarity on the withdrawal of the JE submission. The PSA noted the report with disappointment and requested that the responsible DDG be invited to the proposed special DBC.

### OHS compliance and COVID-19 regulations

The PSA raised a concern about the inconsistent implementation of the rotation system at the UIF and Krugersdorp office. The employer noted the concerns and committed to issue a circular to recall 100% staff back to work in terms of the *DPSA Circular 32 of 2022*. The PSA urged the employer to continue to observe health and safety protocols in the workplace.

### Vacancy report (Resolution 1/2018)

The employer committed to complete the filling of 312 posts by the end of July 2022. A task team was formed to facilitate the process. Recruitment processes are in progress - 1 100 contract posts were

created and 675 were filled at the UIF and Compensation Fund. The PSA noted the report and requested the employer to convert the contract posts into permanent posts. The matter was deferred to the special DBC for further deliberation.

### **Rolling out: UIF structure**

The employer reported that the verification of existing CSO posts at various labour centres was completed. The employer intended to create customer care, quality assurance, and back-office posts to enhance service delivery and improve turnaround times. A placement committee meeting will be convened to align existing employees to the reviewed structure. The additional posts will be advertised externally. The appeals committee will deal with objections.

### **Architectural review project: Compensation Fund and UIF**

The employer reported that a service provider was appointed to assist the two entities to review their strategy, structure, and processes. Three workstreams were established. The DBC will receive regular updates from the workstreams.

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