

Feedback: Departmental Bargaining Chamber meeting

A virtual meeting was held on 15 June 2022 where the following issues were discussed:

OHS compliance and COVID-19 regulations

The employer reported that an OHS risk assessment was conducted in all labour centres and a report will be circulated to parties for noting. Further, rotation and shift system will continue until further notice.

Outstanding performance incentives

The PSA raised a concern about the employer's failure to pay performance incentives, including pay progression, for the Mpumalanga office for the 2018/19- and 2019/20-financial years. Parties agreed to convene a bi-lateral meeting on 23 June 2022 to resolve the matter.

Standardisation: Security posts

The employer reported that the process to standardise the job description and job profiles of Security posts is underway. The functions of queue marshals and security officilas will be merged. The PSA noted the report and requested the employer to allocate security posts to North-West labour centres.

Job evaluation: IES inspectors, Client Service Office and Mobile Unit Trucks CSO

A job evaluation panel meeting was held from 28 to 29 April 2022. A recommendation was submitted to the DG for approval, although the PSA raised concern about the slow pace of the process. The employer indicated that it will engage the office of the DG to release the JE process.

Job-rotation guidelines: Compensation Fund (CF)

The employer reported the intention to implement job rotation in the CF to increase capacity of employees and promote ethical behaviour. The exercise will also allow employees to broaden their knowledge and experience in various functions. The rotation will enhance service delivery through the modernisation process, which will encourage development and flexibility in the workplace. The PSA noted the report and requested further consultation. It cautioned the employer that implementation of the rotation system has the potential to tamper with employees' conditions of service.

Architectural review project: CF and UIF

Price Waterhouse Coopers was appointed as service provider to assist with the reconfiguration and re-modelling of the organisational structures for the CF and Unemployment Insurance Fund (UIF)

respectively. The employer reported that a business study was conducted, which identified gaps in the strategy of the two components. The employer established three workstream to facilitate the reconfiguration process, which will focus on the improvement of technology, strategy, and processes. The PSA noted the report and raised concern about the appointment of a service provider as the Public Service has the capacity to conduct the project. The PSA is of the view that its a waste of money, particularly by the government that is pleading poverty when it comes to capacitating departments to enable them to meet service requirements. Parties agreed to defer the matter to a task team for further deliberation.

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

GENERAL MANAGER