

Feedback: Departmental Bargaining Chamber – 6 September 2022

Annual General Meeting (AGM)

Vote weights were presented as of 31 December 2021 in terms of clause 16.1 of Resolution 1/2012 as follows:

PSA: 1 845 members (55.96%), Nehawu: 1 425 members (43.22%), and Popcru: 27 members (0.82).

Mr Kagisho Monnahela of the PSA was nominated as the Chairperson of the Chamber and Mr Sandy Nyathi as Deputy Chairperson from the employer. Labour requested that its nomination be deferred to the next meeting.

OHS compliance

It was confirmed that staff members are all executing their services back in offices. The PSA requested parties to consider, where appropriate and applicable, to have the principle of working-from-home considered. The employer agreed in that there are positives in terms of this principle, but it cannot be adopted on a blanket approach. Contributions need to be solicited from staff, OHS Committee and other Branches. Parties agreed that a task team be constituted to investigate a business case and a consolidated recommendation be tabled for the Director-General's approval.

Organisational structure

Parties agreed that the approved, proposed structure was fully consulted. It is aligned to the NMOG Start-Structure, with only amalgamation of various Corporate Services Branches. The PSA invoked clause 17 of the Governance Rules after the employer reported that there is still an amount of R8 million to be transferred by the Department of Agriculture, Land Reform and Rural Development for transferred functions and incumbents. Other parties supported.

Skills audit

The employer withdrew the item and undertook to re-table it after its internal processes are finalised. It responded positively on the PSA's demand to have the process pursued to ensure correct placement of incumbents into the new structure. It was confirmed that the process was not intended for those purposes, but for overall broad research of the Department on its skills available.

Issues: Branch Fisheries

The much-contested evaluation and upgrade of Marine Research Assistants report by the employer have been finalised. Consultation with members will commence shortly. The employer could not disclose the contents, pending finalisation of its internal processes.

Issues: Branch Forestry

It was reported that issues under this Branch, such as transfer of plantations, housing, accommodation etc., are of a catastrophic nature and are also reflected in various audit reports. The Director-General has approved for parties to visit all camps on a fact-finding mission and to provide a conclusive, consolidated report that must focus especially on audit queries. A task team was constituted with immediate effect. The first meeting will be convened on 14 September 2022.

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.

Members will be informed of developments.

GENERAL MANAGER