

Feedback: Departmental Bargaining Chamber Meeting

A virtual meeting was held on 28 June 2022 where the following issues were discussed:

OHS and COVID-19 compliance

The employer reported that since the beginning of COVID-19, 576 positive cases were reported with 11 deaths. Further, 80% staff attendance is maintained where employees are reporting three days at the office despite the repeal of COVID-19 regulations. The PSA raised concern regarding the reported congestion at Head Office and called on the employer to address the matter. A draft policy on OHS Compliance was also tabled and deferred to the task team.

Organisational structure

The employer presented the implementation plan, The PSA, however, insisted that the item be deferred to a multilateral meeting for further engagement. The focus will be on the employer's failure to consult prior to the approval of the structure.

NMOG process

The close-up report could not be tabled as the Department of Agriculture, Land Reform and Rural Development (DALRRD) failed to provide a response to date. It was to respond on transfer of research posts and R8-million funding for posts thus transferred since 2020. Parties demanded intervention of the National Intersectoral Task Team (NITT).

Improvement of qualifications

The employer is still qualifications for the Branches: Forestry and Fisheries into the finalised former Department of Environment Affairs (DEA) template. It is work in progress.

Redundant laptops

A policy was tabled and deferred to the task team for engagement. Approval was granted for labour to partake in the Disposal Committee, as demanded by the PSA. Specific amendments will be prioritised.

Skills audit

Sourcing of service providers to embark on auditing of skills for Branches: Forestry and Fisheries was put on hold owing to a National Treasury circular instruction to all Departments. As soon as it is lifted, the process will be pursued.

The following items were deferred for Multilateral, with Facility Management presenting its status:

- Issues at Fishery Management: Marine Research Assistants salary discrepancies
- Issues at Branch: Forestry - Transfer of Plantations in Mpumalanga and Limpopo; water shortage and dilapidated stand-by houses at Injaka Dam and other workplaces; transfer of MMM Plantations employees in KZN
- Security measures at regional Offices

Non-implementation: PSCBC Resolution 4/2012

The employer mandated Organisational Design (OD) to identify all employees on posts that were incorrectly graded for Program 1. A holistic approach was adopted to include all other posts after the declaration of the NMOG process.

Appointment of Contract Workers to section 40 of *National Environmental Management Act*

The PSA submitted motivation as requested on the concerns of labour. The employer circulated a purported response on 28 June 2022 for perusal. Furthermore, parties were informed that the Standard Operating Procedure (SOP) on section-40 appointments is being complied with. The circulated response and the SOP will be presented during the forthcoming multilateral meeting.

Non-payment of salaries: Security personnel

The Department had always been paying the security service provider in time. The default on payment of salaries was on the part of their employer. Their appointment by the Department is not possible owing to limited resources for the compensation of employees budget by National Treasury.

Sea-going Allowance

The employer had addressed the payment of backlog of claims as of August 2021. Some outstanding claims were processed by Head Office. Confirmatory correspondence will be shared through the Chamber Secretary.

Government Information Technical Office Policies

The IT Incident Management Policy was tabled and deferred to the Task Team for deliberations.

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