

Feedback: Departmental Bargaining Chamber - 8 June 2022

Vaccination at Ports of Entries

The employer reported the vaccination process for opportunistic diseases such as polio, measles, hepatitis and TB, was in progress at various ports of entries. Officials are expected to be immunised with a booster vaccination after six and twelve months. The main vaccination is expected to last for a period of three years. The PSA noted the report and requested the number of employees vaccinated, according to their work stations.

Compliance with OHS legislative framework

The employer reported that OHS representatives were duly appointed and committees were established in all nine provinces. The Department is conducting OHS audits in various offices and ports of entries. The employer committed to submit the updated audit report at the next DBC meeting.

Reconfiguration of Department

The employer reported that a decision was taken to convert 71 secretaries into administrative support to immigration and civic-services branches. The employer intended to increase capacity in the core business of the Department to improve service delivery. A task team was established to facilitate the process. The task team would consult individually about the criteria to be used. Affected employees will be re-skilled and trained accordingly. The process is envisaged to be completed by 30 June 2022.

Off-line system and target

The PSA raised a concern about the off-line system and downtime that occurred recently at Umgeni Regional Office in KwaZulu-Natal. The PSA indicated that employees were intimidated and harassed by clients for the disruption caused by off-line systems. The PSA urged the employer to issue communication to the surrounding community, to inform them about the disruption of services. The employer noted the concern and committed to address the matter urgently.

Amendments: Working-time arrangements

The employer reported that there was no change into the current working-time arrangements for civic services. The office would open from 08:00 to 15:30 for the public and employees will report for duty from 07:30 to 16:00. Any additional work over the prescribed working time arranged will be deemed as overtime in terms of the *Basic Conditions of Employment Act of 1997*.

Departmental policies

The employer reported that the Director-General approved the withdrawal of the immigration uniform policy as per the demand of the PSA. The policy will be tabled at the special DBC meeting for proper consultation in terms of the GPSSBC governance rules. The PSA noted the report and committed to engage in good faith with the employer.

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