

Feedback: Departmental Bargaining Chamber - 10 March 2022

OHS compliance and COVID-19 regulations

A deadlock was previously declared about the submission of inaccurate COVID-19 statistics by the employer. The facilitation meeting was held on 23 February 2022 and parties resolved that revised COVID-19 statistics will be presented a special DBC meeting. The employer further committed to present the departmental circular regarding return to work under alert-level 1.

Management of discipline

The PSA raised a concern that the employer was deliberately delaying the re-instatement of employees who were successful with their cases at arbitration and Labour Court level. The Department spends a lot of money on legal fees to review and defend cases that do not have prospects of success. It is a waste of taxpayers' money. Parties resolved to convene a meeting to reconcile all outstanding re-instatement cases and decide on the way forward.

Provincial Consultative Forums (PCF)

The PSA reported that the PCF continue to be dysfunctional and provincial managers do not convene these as expected. The meeting resolved to resuscitate PCF meetings. A meeting with provincial managers and provincial labour relations officers will be convened to resolve challenges experienced. Members will be informed of developments.

Vacancy-rate report

The PSA complained that the employer failed to prioritise the advertisement of core-functions posts of Civic Services and immigrations. Employees in the core business of the Department are overloaded by the workload. Most of them perform the work of more than one person. The employer continues to fill ICT posts instead of core-business posts. The employer denied the assertion by the PSA and insisted that the core business was well capacitated. The PSA decided to invoke section 17 of the GPSSBC governance rules to force the employer to prioritise the advertisement of Civic Services and Immigration posts to reduce long queues and high workloads.

Border Management Authority (BMA)

The employer previously reported that the BMA process will be presented at the PSCBC platform first before implementation. The PSA discovered that the employer advertised Border Guards posts before the

consultation process could be exhausted at PSCBC level. The PSA urged the employer to engage with the DPSA and table the matter accordingly. The employer indicated that it would seek mandate from its principals and respond. 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