

## Feedback: Special Departmental Bargaining Chamber – 24 January 2022

### OHS compliance and COVID-19 regulations

The employer reported that there were 1 925 reported cases since the COVID-19 pandemic emerged, 1 788 recoveries, 50 deaths and 87 active cases. The PSA disputed the numbers and urged the employer to revise and consolidate these. The PSA argued that the numbers presented did not correspond with the numbers submitted by the province. Employee Wellness confirmed that a province such as the Eastern Cape submitted wrong information. The PSA decided to invoke section 17 of the governance rules to force the employer to comply with COVID -19 regulations. Members will be informed of developments.

### Offline system and targets

The PSA reported in the previous *Infomus* that the offline system affected the performance outcomes of employees as they were unable to reach their daily targets. The PSA urged the employer to put measures in place that will enable employees at Civic Services offices to be assessed accordingly. The employer agreed that the off-line disruptions will be taken into consideration during the performance assessment of employees. Members who continue to be disadvantaged by the offline system during their individual performance assessment are requested to submit their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) for the employer to be engaged.

### 24-hour operations: Ports of Entries

A task team established by the Chamber visited ports of entries, which included Lebombo and Oshoek, to assess the possible implementation of 24-hour operations. The team engaged immigration officers and perused the existing rosters. A report was submitted to the Chamber for noting. The PSA raised a concern that 24-hour operations cannot be implemented until the comprehensive working time of the Department is approved. Parties are still in a deadlock regarding the working-time arrangement, especially Saturday work. Members who are forced to work according to the new 24-hour operations roster before any approval are requested to submit their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) for the employer to be engaged accordingly.

### Amendments: Working-time arrangements by Civic Services

The employer reported that it has issued an instruction to all Civic Services managers at provinces to implement the working-time arrangement as per *Circular 44 of 2021*. The arrangement remained a temporary measure until a comprehensive working-time arrangement is developed and approved by the

Department. The PSA urged the employer to reprimand those managers who forced employees to report for duty at 07:00 instead of 08:00. Members who continue to be forced to report for duty at 07:00 are requested to submit their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) for the employer to be engaged.

*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