

## Feedback: Departmental Bargaining Chamber meeting - 12 April 2022

### **OHS compliance and COVID-19 regulations**

The employer reported that there were no COVID-19 cases reported since 31 January 2022. COVID-19 steerco meetings are held regularly. The employer is in a process to establish OHS committees. Several training workshops were conducted. The PSA was not satisfied with the information provided regarding OHS training and requested a special DBC for further deliberation.

### **DHET relocation process**

A task team was established to facilitate the relocation process. The task team will finalise the draft terms of reference and report back at the next DBC meeting. The employer issued a departmental circular to outline the steps on the relocation process and the role of labour. The PSA raised concern about some elements of the relocation process and the matter was deferred to the task team for further deliberations.

### **Contract employees absorption**

The employer reported that the contracts of employment for temporary employees were extended until further notice. The employer was not in the position to commit about the absorption of contract workers into permanent posts. It will only be able to decide after the review of the organisational structure process is completed. The PSA was not happy with the response and requested the employer to provide a comprehensive status report on all contract workers in the Department. The parties agreed to defer the matter to the special DBC meeting.

### **Expedited recruitment process: eZ83 system**

The employer reported that HR experienced challenges in handling and processing huge volume of employment application forms. It previously received 200 000 applications forms. The employer decided to introduce the system to fast track the recruitment process and improve accuracy and efficiency. Z83-applications forms will be submitted digitally through the departmental website. Employees who do not have resources to apply electronically, will be allowed to submit manually. A training workshop will be provided to employees, so that they can adjust and familiarise themselves with the system.

Members will be informed about 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