

Feedback: Departmental Task Team (DTT) Meeting - 5 July 2022

Members were informed that the Departmental Chamber mandated parties to convene a DTT in preparation for the forthcoming meeting. Subsequently, the DTT sat on 5 July 2022 where the following issues were discussed:

OHS and COVID-19 Report

The employer reported that status quo of 75% attendance is maintained and rotation system is still in place pending the planned 'walk about' to assess the state of readiness for 100% return to work as per DPSA Circular. Labour noted the report and expressed their dissatisfaction regarding the employer's failure to provide a written report as requested. It was further resolved that the walk about will be conducted on 21 July 2022.

Closure: Structura Building

The employer reported that a decision was taken to close the building following several concerns regarding the safety of the building. Allocation of offices and parking bays is still underway in the alternative building. Although parking allocation is in terms of the policy, labour raised concern regarding the deduction of parking for those without parking bays. Labour was requested to submit the list of the affected employees. It was further demanded that they must be refunded for the time they paid without enjoying parking benefit. The employer reported that Department of Public Works was engaged to assist with additional parking bays at Barkley House.

Telephone line challenges are receiving attention and will be sorted once the space planner is appointed and a lease agreement secured. Labour was not happy and requested that the employer to consider deploying security personnel to patrol the street where employees are parking considering security risks and criminality around Sunnyside. A Task Team will be established to source out additional parking bays and will report back to the next DBC.

Benchmarking: Security Working Conditions

Benchmarking was conducted against some national and provincial departments during April 2022 to determine the level of remuneration for security officers. The report showed that 5 national departments were paying security officers at three levels, i.e. 4,5 & 6 with 1 provincial department paying at level 3. Subsequently, the employer reported that they took a decision from an Advisory Note which meant that

they would continue to pay security officers at salary level 3. Labour raised concerns that job evaluation was conducted more than 5 years ago and demanded a fresh job evaluation with the involvement of labour. The idea is to submit a motivation to the DPSA to allow the department to consider paying security officers in line with other national departments.

Another concern was raised about an allegation that private security officers have taken over most functions usually performed by the departmental security officials leaving them redundant and not eligible to work overtime. The Task Team will investigate all above issues and report back to the DBC. A Task team meeting will be held on 22 July 2022 given that the issue has been on the agenda for more than 3 years.

Staffing and Cost of Employment

Members would recall that the employer proposed a new organisational structure and shared the cost of employment in the previous DBC. The employer will engage further with the unions once the placement of employees on the new structure has been finalised.

Letters of Unpaid Leave issued to Some Employees

Labour previously requested the employer to furnish them with a list of names of employees whom the employer wanted to deduct unpaid leave from, after they allegedly took leave which was unauthorized, or the employees didn't have enough days to take such leave. Labour was however not able to engage the information from the employer noting the rotation of members and 75% attendance hence requested extension of 15 days to allow for consultation of affected employees.

Micro Structure

Labour previously requested a copy of both old and new structures, positions which would be affected by the new structure, draft terms of reference to be used during consultation and draft migration and placement principles before commencement of the consultation process. However, the employer could not accede to the requested information owing to the fact that the structure is yet to be approved by the DPSA. Parties agreed that the matter should be removed from the DBC agenda until the employer gets approval and that the employer should desist from engaging members on the matter until the matter is restored at the DBC.

Members will be updated of the developments

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