

Feedback: Department Bargaining Chamber – 29 July 2022

Vote weights

PSA: 599 (44.27%)

Nehawu: 748 (55.28%)

Popcru: 6 (0.44%)

OHS compliance and COVID-19 Regulations

The employer reported that the DPSA has issued Circular 38/2022, wherein all COVID-19 protocols were repealed. The Department has since issued an internal memo to communicate the repealing of all COVID-19 protocols as per DPSA Circular 38/2022. It further reported that since the beginning of this year, 11 COVID-19 positive cases were reported. The PSA noted the report, however, registered displeasure in that the Departmental Steering Committee has not taken place and the employer's decision to repeal all protocols should have been communicated in the Steering Committee before communication could be issued to all staff. The employer noted the PSA's concerns and committed to improve in future.

Full-scale review: DMRE start-up organisational structure

The employer reported that there was a discussion with EXCO, and a follow-up meeting is scheduled on 2 August 2022 to conclude the discussions. The progress report will be presented to labour after consultation with EXCO and Manco. It reported that the Director-General has approved the project plan, which will be circulated to all parties. Labour raised a concern about employer's failure to consult with them. The expectation from labour was that the employer will present a macro structure as part of consultation and that did not take place. The employer committed to arrange a bilateral meeting with labour to discuss the project plan. Labour will write to the Office of Director-General and demand a meaningful consultation on this matter.

Relocation to Head Office

The employer reported that there was a bi-lateral meeting to provide updates on progress with relocation to Head Office. It reported that there are three phases of relocation. The first phase will take place from Monday, 1 August 2022. A progress report will be presented to labour. Labour noted the report, however, requested the walk-about with employer to confirm seating arrangements. Parties agreed that the walk-about will take place shortly.

Relocation to Regional Office

The employer reported that the *status quo* in the Free State remains. Labour noted the report and confirmed that parties continue to engage each other in Facilities Management Committee.

Insourcing: Security Officers

The employer reported that it has presented a report that indicates that there is a new contract for security officers, which ends in May 2024. Therefore, the issue of insourcing security will not be feasible for the Department. Labour noted the report but indicated that the employer may still start working towards budgeting for the insourcing of security personnel.

2020/21 Uniform and Protecting Clothing Allowance

The employer reported that it has issued a circular to all head of branches to complete forms for the procurement of PPE. Some branches have indeed submitted their completed form for the procurement of PPE. The branches need to identify the type of PPE they would like to procure in terms of the Standard Operating Procedures.

Probation Management and Career Development Policy

The employer reported that labour have supplied their inputs on both policies, however, the employer did not attend meetings and committed to conclude these policies in the next meeting.

SHREQ Policy

The employer reported that there was an agreement in the Policy Task Team that this policy be adopted. Labour noted the adoption of this policy.

Appointment: Travel Management Companies

The employer reported that the Office of the Chief Financial Officer is available on 12 or 16 August 2022 to discuss the matter with labour. The PSA raised displeasure about the employer's diversion from the resolution of the previous meeting, which indicates that the employer will provide written reports to labour. The employer then committed to submit a written report to labour by 16 August 2022.

Transfer: Nuclear Safeguards from NECSA to DMRE

The employer reported that there are not many developments, except to say that there is engagement between Human Resources from both offices about the conditions of service of employees. It reported that no employees will be negatively affected by this process. Labour noted the report, however, indicated that this is worrying because where conditions of service are concerned, labour needs to be involved. It further emphasized that the employer needs to give assurance that the benefits of employees will not be affected. Parties agreed to defer this matter to the task team for further engagement.

New policies

The employer introduced new policies and requested that these be deferred to the Policy Task team. The policies are:

- Petty Cash Policy
- Debt Policy

- Revenue Policy

Labour noted the policies to be deferred to the Task Team for further engagement. Any enquiries on this matter can be sent to: Ncedisa.mahala@dmre.gov.za or Aubrey.mabotsa@psa.co.za.

Members will be informed 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 a PSA Provincial Offices.

GENERAL MANAGER