

## Feedback: Department Bargaining Chamber - 8 November 2022

The following issues were discussed:

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

The employer reported that the DPSA has issued Circular 38 of 2022, where all COVID-19 protocols were repealed.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 the DPSA Circular. The employer committed to arranging the Steering Committee meeting between 24 and 25 November 2022 to formally repeal all COVID-19 protocols with all stakeholders. Labour noted the report.

### **Full-scale review: DMRE Start-Up Organisational Structure**

The employer reported that since the last meeting, two task team meetings were held with labour and consensus was reached. The employer reported that the formation of the departmental restructuring task team is underway. Terms of reference were formulated and circulated to labour for further inputs. Labour noted the report and agreed to have received the terms of reference from the employer and committed to forward the input by 11 November 2022.

### **Relocation: Head Office**

The employer reported that the relocation of the Head Office commenced from Matimba Offices to Travenna Offices, and everything went well. There was a facility meeting where all stakeholders, including labour, were present to keep them informed of developments. Labour noted the report, however, questioned if the employer identified challenges during the relocation. The employer indicated that the current challenge is that there are some sections that are using diverse systems, such as HR and Finance. In such instances, the movement has not yet happened.

### **Relocation to Regional Office**

The employer reported that the Gauteng Regional Office started relocating on 1 November 2022 and is anticipated to be completed by 11 November 2022. Other regional offices such as the Free State Regional Office and KwaZulu-Natal Regional Office are still pending owing to the signing of the lease agreement between the landlord and the employer. Labour noted the report.

### **Uniform and Protective Clothing Allowance: 2022/23**

The employer reported that it has issued a circular to all Branch heads to complete forms for the procurement of PPE. So far, only five branches were able to submit their request for PPE. The PSA noted the report, however, demanded the employer to first specify the Branches that managed to submit their PPE requirements and further asked the employer to write letters to outstanding branches to submit their requests as this will have a negative impact on employees. The employer was not able to share with parties the exact branches that have submitted their PPE Requests and committed to sharing the information with parties by 11 November 2022.

### **Probation Management and Career Development Policy**

The employer reported that labour has supplied inputs on both policies, however, the employer defaulted on meetings and committed to concluding these policies in the next meeting.

### **Policies**

The following policies were adopted by the Policy Task Team and the employer requested that these be endorsed:

- Career Development Policy
- Petty Cash Policy
- Debt Policy
- Revenue Policy

Labour endorsed the above-mentioned policies.

### **Transfer: Nuclear Safeguards from NECSA to DMRE**

The employer requested that this matter be deferred to the Departmental Restructuring Task Team for further engagement. Labour noted and agreed to the employer's request.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER