

Update: Departmental Bargaining Chamber (DBC)

A special DBC was held on 21 January 2022 and the following matter was discussed:

Uniform and Protective Clothing Allowance

Members have been complaining about the non-payment of the Protective Clothing Allowance from the financial year 2019/20 to the current year. The PSA tabled the matter at the DBC in April 2021 for negotiations and resolution. At the last DBC, which sat on 10 November 2021, the employer reported that the issue of protective clothing is almost finalised. It only needs to consult one Branch, and the matter will be resolved once and for all, and clothing allowances will be paid before year end (2021). Furthermore, the employer will convene a task team meeting to provide final feedback.

During a task team meeting, which was scheduled for 9 December 2021, the employer negated from its position above and subsequently indicated that there is no such Policy and only after it has drafted such a Protective Clothing Policy, will it be able to pay such an allowance. The employer, however, promised to have the policy ready by 1 April 2022.

The PSA was very disappointed with the employer's response and indicated that it is not true that there is no legal framework as PSCBC *Resolution 3 of 1999 (clause 1 and 2 under Protective Clothing)* provides a comprehensive legal framework on protective clothing. Furthermore, some employees in some Branches of the Department have received Protective Clothing Allowances in December 2021, whilst the majority is still outstanding.

The employer failed to provide a reasonable response in this regard. The PSA decided to invoke *clause 17* of the GPSSBC rules and is hopeful that the facilitation process will yield positive results. Members will be informed of developments. For more information contact Ncedisa.mahala@dmre.gov.za or Aubrey.mabotsa@psa.co.za.

GENERAL MANAGER