

FOR PSA MEMBERS: DEPARTMENT OF MINERAL RESOURCES AND ENERGY (DMRE)

25-04-2022

Update: Departmental Bargaining Chamber (DBC)

A DBC meeting was held on 22 April 2022 and the following matters were discussed:

OHS Compliance and COVID-19 regulations

The employer reported that it is now back to 100% office capacity and the OHS Committee is still functional. It was reported that since the start of the pandemic, 211 cases were reported, as well as 206 recoveries, and five deaths. The employer reported that all COVID-19 protocols are still observed in all offices across the country. Labour noted the report.

Full-scale review of DMRE start-up organisational structure

Parties were informed that there were some delays in commencing with the review of the DMRE structure and as result the DBC was not able to engage on this matter fully. The main delay is the fact that the employer representatives are still seeking a full mandate from their principals. Labour registered displeasure on the slow pace because this item was introduced by the employer towards the end of 2021, and by now parties should be talking about progress achieved rather than seeking mandates. The employer promised to consult labour again through a task team meeting in the second week of May 2022.

Relocation of Head Office and Regional Office

The employer reported that the *status quo* remains, however, there was a Facility Committee Meeting in March 2022 to discuss office relocations. These matters are still with the Committee and further developments will be reported in the next DBC. The PSA noted the report but emphasized that the concerns raised by the Free State office need the employer to strengthen mitigation factors and be formalised in the form of DBC agreement.

Insourcing: Cleaning Staff and Security officers

The employer reported that the matter is being dealt with in the task team and in the previous task team the employer promised to send a written response to labour by not later than 13 May 2022. The employer will provide feedback in the next DBC.

Uniform and Protective Clothing Allowance for 2019/20

Following the facilitation by the GPSSBC on this issue on 21 January 2022, officials began to receive their protective clothing allowances, although the employer representatives were against such payments.

The new dispensation of protective clothing will be now covered in terms of the SHREQ Policy, which is under review. The PSA requested that the matter will remain as the standing item to monitor implementation for the year 2022/23.

Policies

The following policies were approved by parties, and some were referred to back to task team for further deliberations:

Approved policies	Policies still under consultation
Condolence Policy Payment Policy Salary and Allowance Policy Subsistence and Travel Allowance Policy Remunerative Work Policy Policy on Form Design and Re-Design (but under protest)	Career Development Policy Probation Management Policy E-learning Policy Policy on Business Process Management and Improvement SHREQ Policy (review) Vetting Policy

Transfer of Nuclear Safeguard Function

The employer introduced this item at the DBC and requested that it be deferred to the task team for further engagements. Labour welcomed the proposal for the matter to be deferred to the task team.

2020/21-Performance bonuses

Members will recall that labour had an engagement with the employer on 7 March 2022 where issues pertaining to performance bonuses were discussed. Subsequent to that discussion, the employer implemented bonuses on 31 March 2022 without final consultation with unions. The PSA introduced the matter in the DBC and demanded accountability from the employer as the performance assessment process followed was not in compliance with the PMDS Policy. The employer is to submit written reports to labour on the matter. Furthermore, the PSA demanded that all grievances (14 from PSA and ten from Nehawu) on this matter must be finalised within 30 days.

Appointment of travel management companies

The PSA has introduced this matter after learning that *Travel with Flair (Pty) Ltd* was appointed again as one of the two service providers for Department's travel requirements with effect from 1 April 2022. This is after numerous complaints from members concerning poor services offered by *Travel with Flair*, which often leaves travelling officials in the Department worse off and inconvenienced. It therefore does not make sense to continuously appoint this company. The employer committed to respond to labour in the next few days. The PSA is interested to know how these companies were appointed and what recourse the Department has when these companies provide poor services.

Members will be informed of developments. Enquiries can be forwarded to:

Ncedisa.mahala@dmre.gov.za and Aubrey.mabotsa@psa.co.za.

GENERAL MANAGER