

FOR PSA MEMBERS: **DEPARTMENT OF MILITARY VETERANS (DMV)**

26-08-2022

Update: Chamber Meeting – 25 August 2022

Annual General Meeting

Membership figures in terms of GPSSBC Resolution 1/2012, as of 31 December 2021 are:

- PSA with majority membership of 135 (92.47%),
- Nehawu with ten members (6.85%), and
- Popcru with one member (0.68%).

Mr Sandisa Siyengo was nominated as Chairperson. Ms Noel Nemauluma of the PSA and Mr Peter Matli are Deputy Chairpersons from labour and the employer, respectively.

Occupational health and safety

Parties submitted nominees for committee participation. An introductory meeting was convened, where discussion on relocation was shared. A new building has been identified. The Department of Public Works and Infrastructure engaged the landlord. The PSA proposed an inspection *in loco* by the committee, which must include labour.

Prioritisation of policies

A schedule for meetings will be circulated by the employer. Weekly meetings were proposed. The PSA tabled the review of sexual harassment policy, for parties to align it with new provisions of the *Code of Good Practice on Harassment*. It was deferred to the Policy Task Team.

Implementation: GPSSBC Resolution 5/2014

The Resolution provided for reimbursement of employees who completed a qualification, relevant to their field of work, through self-funding. The Department of Public Service and Administration (DPSA) was to confirm the qualification on the template as compiled the Department and signed by labour. The DPSA concurred with the submitted template. Qualifying staff will be reimbursed.

Organisational structure

The Government Technical Advisory Committee (GTAC) and National Treasury (NT) are helping with the review process. The preliminary report on macro- and microstructures and costing will be presented on or before 30 September 2022. GTAC will present the final service model structure of the Department at the

end of October 2022. Thereafter such structure will be tabled at the Departmental Bargaining Chamber for consultation and/or negotiation after which National Treasury and the DPSA are to grant approval.

Filling of vacant, funded posts

The Director-General is to set dates for interviews, as the preliminary processes of advertising and shortlisting are completed. All posts on salary level 1 to 12 are for absorption of contract workers. The PSA raised concern regarding the employer's recent unilateral inter-provincial transfers of employees and unauthorised signing of clients' applications, which cause major instability in service delivery and anxiety amongst members. The employer undertook to investigate the allegations.

PMDS

The PSA raised dismay regarding the failure of the employer to address submitted grievances as this impasse is causing dissatisfaction and demotivation amongst members. The employer apologetically accepted its unintended oversight of attending to submitted grievances). A special Chamber meeting will be held on 7 September 2022 to provide feedback. A report will be circulated by 31 August 2022.

GENERAL MANAGER