

## Feedback: Departmental Bargaining Chamber and OHS Meetings – 29 July 2022

### Annual General Meeting

The following tabled membership figures are in terms of Resolution 1/2012, as at 31 December 2021:

- PSA with majority membership of 4 663, constituting 68,88%,
- NEHAWU with 2 625 members converting to 34,27% and
- POPCRU with 4,84% of 371 members.

Ms Linda Nthulane was nominated as the Chairperson. Ms Anadele Coetzee of the PSA and Mr Elton Swarts, the Deputy Chairperson from Labour and the employer, respectively.

### Occupational Health and Safety (OHS)

All non-conformities identified at Mpumalanga 10 SAI and North West 4 SAI were resolved. The Brown Flats in Gauteng poses a huge financial challenge. There is an engagement with Department's logistics to either renovate the buildings or to relocate elsewhere. The Chamber inspection *in loco* will be undertaken soon. The PSA displayed its dismay with the employer's delay tactics.

### Learning Pathway for Public Service Act Personnel (PSAP)

A presentation was done on the implementation of the approved Chief Human Resources (CHR) Instruction 35/2017 on the *Professional Education, Training and Development of Public Service Act Personnel (PSAP)* in the Department.

There are 2 173 Civilians with Grade12. They are to train a further 1 109 civilians. The education is on the compulsory induction programme and DOD Orientation Programme, Functional, Developmental Trainings and Academic and Professional. Adult Education and Training (AET) programme for adults on NQF 1 is also offered.

### Implementation of GPSSBC Resolution 5/2014

The Resolution provided for reimbursement of employees who achieved qualification, relevant to his field through self-funding. The Department of Public Service and Administration (DPSA) had to concur with such relevant qualification.

The employer confirmed that DPSA has concurred on the submitted template. The Secretariat will circulate the copy.

### **Restructuring of Naval Base Durban**

The agreement on restructuring of the Naval Base in Durban has been finalised. The organisational structure was circulated to all members. The most affected constituencies were the Naval Base in Durban and Simonstown Dockyard. The PSA inputs ensured potential career mobility after direct and indirect placements.

### **Staffing and Conversion of Civilians Posts**

The employer failed to provide statistics on filling of vacant funded posts of civilians. There is tendency by the employer of affording Defence Act Personnel, to act in civilian posts with the end result being permanently appointed therein. Statistics will be shared in the next meeting.

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