

FOR PSA MEMBERS: **DEPARTMENT OF PUBLIC ENTERPRISES (DPE)**

20-04-2022

Feedback: Departmental Bargaining Chamber (DBC)

Performance Management Processes: Project Plan

The employer made a presentation on performance management (PMDS) with the following information or statistics: 98% compliance on levels 1 - 12, 95% compliance for SMS members, 30 employees were awarded performance bonuses of which seven of those are SMS members, no case of under performance registered, and two appeals registered. The PSA noted the report and encourages all members to ensure compliance with the PMDS policy in terms of submission of performance agreements for the current cycle by the deadline of 31 May 2022.

OHS and COVID-19 regulations

The employer indicated that the Director-General gave approval that labour can now form part of the steering committee dealing with COVID-19 in the workplace. The PSA already submitted two names of its representatives who will serve on the steering committee to ensure that the employer complies with COVID-19 regulations and protocols.

Relocation

The employer indicated that there has been no progress as it relies on the Department of Public Works and Infrastructure (DPWI) for the entire process of securing a new building. The PSA raised disappointment and concern regarding the lack of progress on this matter as the current building is a health hazard to employees. The employer indicated that as a way forward, it will engage National Treasury directly and ask for a deviation as the DPWI has failed it for the past three years.

Policies

The employer tabled the overtime policy and the education, training and development policy for consultation. Parties agreed to engage in a task team on 4 May 2022 for consultation on the policies. The two policies will be ratified in the DBC after meaningful consultation.

GENERAL MANAGER