

Annual General Meeting and Departmental Bargaining Chamber - 20 September 2022

Vote weights

The following vote weights were presented for noting:

- PSA – 49.17% with 59 members
- Nehawu - 50% with 60 members
- Popcru – 0.83% with one member

The PSA intends to become the majority Union by the end of this year so that it can continue to protect the rights and promote the interests of most of the employees in the Department. Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Election: Chairperson and Vice-Chairpersons

The following officials were elected:

- Shelly Pather - Chairperson
- Simon Manganye - Vice-Chairperson (Labour)
- The employer committed to provide a name for its Vice-Chairperson in the next meeting.

Performance management process: Project plan

The employer made a presentation indicating that all non-SMS members have submitted their performance agreements for the current financial year. Only one SMS member has not submitted a performance agreement owing to reasons beyond control. The employer further indicated that two appeals for performance assessments are outstanding for the 2020/21-financial year and that all assessments for the current financial year will be finalised and pay progression paid by 31 December 2022. The PSA noted the report and urged the employer to finalise the two appeals and that SMS member who did not submit a performance agreement should not be prejudiced because it was the employer that deployed him to a state-owned entity for operational reasons.

Relocation plan

The employer indicated that its Minister met with the Minister of the Department of Public Works and Infrastructure (DPWI) on finding a suitable building for the relocation of the DPE. The employer acknowledged that the process has been slow and indicated that the DPWI committed to prioritise this matter because it has been dragging for long. The PSA noted the report with disappointment because there is no sense of urgency from the employer as this matter has been dragging on for four years. The PSA invoked section 17 of the Governance rules by referring this matter for facilitation and further indicated that it will approach the Department of Employment and Labour to inspect the current building for compliance with the *Occupational Health and Safety Act*.

Policies (Funeral and bereavement, overtime, education, and training policy)

The employer indicated that the said policies have been consulted upon and requested for the policies to be adopted. The PSA agreed that there was consultation, but it does not have a mandate to adopt the policies as the employer did not share the final draft policies with labour with all the inputs made for labour to get a mandate for adoption. Parties agreed that the employer will share the final draft policies with labour to seek a mandate for adoption from members.

Sexual harassment policy

The employer requested that the policy on sexual harassment to be reviewed to align it to the *Code of Good Practice on the Elimination and Prevention of Harassment* in the workplace gazetted on 18 March 2022. The PSA welcomed the proposal as the amended Code of Good Practice broadens the definition of harassment and guides employers on how to deal with such conduct. Parties agreed to engage in a task team to be convened by the employer on the review of the policy.

Gifts and donation policy

The employer requested this policy to be reviewed because of the gaps identified and findings by the auditors regarding this policy. Parties agreed to engage in a task team to be convened by the employer on the review of this policy.

Moratorium: Filling of posts

Labour bemoaned that the moratorium introduced by the employer about four years ago has led to a high vacancy rate, which directly leads to burn out by some employees and is negatively affecting service delivery. The employer responded that it would consult its principals regarding the status of that moratorium and provide labour with a written submission by 23 September 2022. Parties agreed to engage further after getting confirmation from the employer on whether the moratorium is still in force or not.

GENERAL MANAGER