

Feedback: Departmental Bargaining Chamber Meeting – 28 October 2022

OHS and COVID-19

The employer report was not accepted by labour owing to the failure to consider holistic issues around OHS. The employer undertook to address the omission and to enhance awareness to improve evacuation drills, most importantly to re-align and reconfigure participation by representatives. The employer also committed to providing feedback on the issue of the quality of water, dirty carpets, and de-activation of bio-metric, which allow easy access, in the next OHS meeting.

Progress on filing of vacant posts

The report provided by the employer was not detailed and updated as expected by labour. The employer committed to providing specifics about the levels of posts and transfers from other departments. The employer is to engage the line function (MPSA) to establish its availability for the bilateral meeting or special DBC meeting to deal with the JE system and its challenges. Only then feedback will be provided to labour. The employer welcomed labour's proposal to engage the Department of Health and the Department of Sport, Arts and Culture to benchmark Library Assistant vacant posts. It was resolved that going forward, the employer will provide a vacancy report before the meeting as per the DBC governance rules.

PSCBC Resolution 3/2009 and 2019: Incentive Policy Framework for employees in the Public Service

Labour raised concerns regarding the employer's non-compliance with the said Resolution, however, the employer was not prepared to listen to labour. Subsequently, parties deadlocked, and labour invoked clause 17 of the GPSSBC Governance Rules. The date of the facilitation meeting is awaited.

Organisational culture

Labour reminded the employer that the report on the cultural survey is still awaited wherein the employer undertook to engage its principals and service provider to check if the request can be granted. Although the employer committed to providing feedback on or before 9 November 2022, parties still agreed to have a special DBC meeting or bilateral to deal with the matter. The Chamber also agreed to conduct a workshop on the elimination of bullying and harassment in the workplace before the end of 2022. The workshop will be coordinated by the employer.

DPSA work-study

Labour cautioned the employer to stop interviews and engagement with employees without unions' involvement in the unclear process that is called work-study although labour understood it to be restructuring. Subsequently, the employer's representatives indicated that they do not have a mandate and requested to be allowed to consult with their principal.

Members will be informed of developments.

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.

GENERAL MANAGER