

Feedback: Departmental Bargaining Chamber Meeting

A meeting was held on 3 March 2022 and the following agenda items were discussed:

OHS/COVID-19 report

The employer presented a report that only accounted for COVID-19 whilst the OHS meeting that was held on 7 February 2022 dealt with all aspects related to OHS as well as COVID-19 related information. Labour rejected the report and mandated the employer to submit a comprehensive report that will reflect the discussions that took place during the OHS meeting in February 2022.

Update: Filling of vacant priority posts

The employer tabled the report as follows: Priority vacancies as at 1 April 2021 - 64; posts vacated from 1 April 2021 – 28 February 2022 – 41; total vacancies including priority plus vacated as at 28 February 2022 – 61. Further, the employer indicated that out of identified 54 priority posts, 23 were filled to date, whilst 31 posts are yet to be filled. Of the 31 positions to be filled, 26 are in a process to be filled and five will be subjected to job evaluation. Recruitment processes are underway for various positions albeit at different stages as others are awaiting date of assumption of duty, submission en route for approval, interviews scheduled and others are awaiting approval for shortlisting.

Recruitment and selection policy

The policy was previously presented at the DBC that was held in March 2021. Labour was afforded an opportunity to provide inputs and the policy was adopted by the Chamber, pending approval by the DG. However, the DG proposed further amendments, which are now placed back on the DBC agenda for labour's consideration. Proposed amendments are as follows: 7.4.1.1; 7.11.1 and 8.7.4 – 8.7.10.

Members are thus requested to go through the proposed amendments and submit their inputs as labour is requested to submit inputs on or before **22 March 2022** for engagement at a bilateral meeting. Inputs should be submitted for the attention of Gracia Rikhotso - Gracia.rikhotso@psa.co.za or Velucia Maluleke - Velucia.maluleke@psa.co.za. The policy is *attached* for ease of reference.

GENERAL MANAGER