



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE (DPWI)**

10-03-2022

Update: Departmental Bargaining Chamber

A Departmental Bargaining Chamber was held on 9 March 2022. The following matters were discussed:

OHS compliance and COVID-19 regulations

The employer reported that the contributions of all members of the National Steering and Regional Sub-Committees impacted positively on efforts to reduce the risk of transmission in the workplace. A special Cabinet meeting was held on 31 January 2022 and consequently, the DPSA issued a new circular. The National Steering Committee had an emergency meeting to advise the Department to introduce a new circular, which is aligned to DPSA return-to-work circular. The Departmental new COVID-19 return-to-work circular 196 has been approved and circulated for implementation. Since the regulations and the guidelines relating to COVID-19 were amended, officials are returning to work full-time and all health protocols are still observed. The PSA noted the report and questioned the employer's readiness to receive all employees. The employer indicated that all logistical arrangements are in place to cater for the return of all employees.

Wastewater Treatment Plant

The employer reported that after the presentation of this matter on 22 November 2021, it agreed to visit the area to conduct an investigation on the condition of the Wastewater Treatment Plant. It further reported that concerns brought forward by labour are indeed correct and were discovered during the visit. As a result, the employer held a meeting with the acting Regional Manager and other senior management at the site and resolved that no employee should travel to the site alone. Affected employees are advised not to travel alone without the support of their colleagues or only when their security is guaranteed. The PSA noted the report and suggested that the employer should make a provision for transport to cater for all employees working at the site, as a measure of safety of all employees. The employer welcomed and appreciated the proposal from the PSA and committed to submit it to authorities for consideration. The report will be provided in the next meeting.

Insourcing of Security Personnel at regions

The employer indicated that the *status quo* remains in that it does not have enough budget to insource security personnel. It, however, committed that it will consider such a request during the next fiscal year, subject to availability of funds.

Conditions of employment: Security, Workshops and Call-Centre Personnel

The task team resolved to undertake a roadshow to different provinces. The roadshow was planned to take place during March and April 2022, subjected to approval for the submission made to the executive authorities. Labour was concerned about the slow progress of the submission that was made in December 2021 with no approval yet. The employer reported that it on the morning of the meeting it received communication from authorities to confirm that funds are available to cater for the roadshow, however, the approval is still awaited.

Organisational Culture Diagnosis and Change Management Strategy implementation

The employer reported that the matter was tabled at the DBC, and it was deferred to the task team. The task team indicated that the progress report was provided in the previous DBC. Unfortunately, some challenges prevented these meetings from taking place but it was agreed that the meetings will be resuscitated.

Travelling and Fleet Online Applications

The employer reported that in the previous meeting, parties were informed that online applications will be introduced, which were subsequently done as a pilot project. The challenges identified are that the Department still has employees without laptops or computers, thus the responsibility has been given to their supervisors to assist them with online applications. It was reported that both manual and online applications are applicable until all employees have been provided with training. Labour welcomed the report.

GENERAL MANAGER