

Feedback: Department Bargaining Chamber - 19 September 2022

Conditions of Security Officials, Workshops, and Call Centre

The employer reported that the conditions of employment for Security Officials, Workshops, and Call Centre officials have been dealt with by the Task Team. It was reported that the draft Collective Agreement will be circulated to labour for a mandating process. Labour noted the report.

Wastewater Treatment Plant

The employer indicated that the directorate responsible for the item was not available for the meeting and therefore proposed that it be deferred to the next DBC. Labour raised concern about the matter to be deferred for the next DBC and requested that a special DBC be arranged next week looking at the urgency of the matter following roadshows that were recently undertaken. Parties agreed to hold a special DBC on 26 September 2022.

Insourcing: Security personnel at regions

The employer requested that this item be removed from the agenda and reintroduced in the next financial year. Labour noted the employer's proposal and agreed that it be reintroduced in the next cycle.

New online application: Travelling

The employer reported that the travelling system has been rolled-out and only three regions have access to the system. The new online system repeals the previous version, and the old version is no longer available. So far, only three regions have access to the online system, i.e., Cape Town, Kimberley regions, and Head Office. It reported that it is busy with current framework to align it to the policy. The PSA noted the report but questioned if the employer had statistics of employees who were trained and those who still needed to be trained. The employer indicated that a number of employees were trained, and the exact number will be provided in the meeting.

E-Leave System

The employer tabled the matter and reported that the E-Leave System is in-house developed software that streamlines management of leave requests by employees. An automated leave management leave system makes it easy to track, approve, or deny employee requests. E-Leave automates the leave

request process in line with the Determination and Directive on Leave of Absence in the Public Service. E-Leave was developed by ICT for HRM and reflects leave credits from Persal. The application for leave is generated on the system and submitted to the supervisor. The supervisor is informed via email of leave pending approval. Each day the leave transactions are placed for National Treasury for updating on the Persal system. The roll-out and training on the system are to commence from 3 October 2022 to 31 January 2023. The PSA noted the presentation but questioned the employer's plan for employees who have no access to computers and primarily those who are not office based. The employer reported that a dual system will be used, catering for both manual and electronic applications. It further indicated that it would procure equipment to utilise in kiosks to enable employees who are not office based to access the system.

Review: Sexual Harassment Policy

The PSA tabled the matter on the agenda. The purpose was to align the policy to the provisions of the new Code of Good Practice on Harassment into the sexual harassment policy. The PSA indicated that workplace bullying should be included in the policy as per the new directive. Parties agreed to defer the matter to the task team for further deliberations.

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