

Feedback: Department Bargaining Chamber - 1 September 2022

A Departmental Bargaining Chamber was held on 1 September 2022 and the following matters were discussed:

Vote Weights

- PSA: 127 Members (85.23%)
- Nehawu: 22 Members (14.77%)

The PSA appreciates shop stewards who continuously recruit and provide services to members to ensure that PSA retains majority status.

OHS Compliance and COVID-19 Regulations

The employer reported that all COVID-19 protocols were observed, until the DPSC issued *Circular 38/2022*, which repealed all COVID-19 protocols. It further requested the item to be removed from the agenda of the chamber. Labour noted the report but indicated that only COVID-19 regulations may be removed but OHS Compliance should remain as a measure to monitor compliance within the department. Parties agreed that indeed OHS Compliance is relevant and will remain on the agenda.

Improved Qualifications List

The employer reported that the *status quo* remains. The PSA requested the employer to arrange a Bi-lateral meeting with labour to deal with this matter. The employer committed to invite labour to have a Bi-lateral meeting soon.

Vacant Funded Posts List

The employer reported that there are about 31 vacant funded posts, 15 of which are under moratorium and 16 of them are in different stages of the recruitment processes. Labour noted the report but questioned the employer's projected period in finalising the appointments. The employer indicated that it is projected to finalise the appointments by December 2022.

Attraction of Youth Strategy

The employer reported that inputs were received and incorporated from the Department of Women, Youth and Persons with Disabilities and that there was an internal delay in making a submission to management. The submission will be finalised by the end of the month and feedback will be provided in the next meeting. Labour noted the report.

Move to New Building/Offices

The employer reported that the current stay at Block G will be extended by 17 months, therefore there will not be any movement soon as the new lease agreement has been signed. The PSA questioned the employer's sudden change of plans. The employer cited budgetary issues as the reason for the change of plans, in that it could not secure funds as results the plan to move is unsuccessful.

Review: HIV and AIDS and TB Management and Bursary Policy

The employer tabled both policies for amendments and requested that they be deferred to the Task Team for further engagements. Labour noted the tabling of the policies to be deliberated at the Policy Task Team.

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 kept informed of the 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 a PSA Provincial Offices.

GENERAL MANAGER