

Feedback: Annual General Meeting and Departmental Bargaining Chamber meeting (DBC) - 30 August 2022

Vote weights

The following vote weights were presented for noting by parties:

- PSA: 75.85% (223 members)
- Nehawu: 23.81% (70 members)
- Popcru: 0.34% (1 member)

Supply Chain Management (SCM) Unit restructuring

A bilateral meeting was held on 7 August 2022 to discuss the envisaged restructuring process of the SCM unit. The employer committed that no employee would lose their job and conditions of service will not be changed. A task team was formed and will monitor the process going forward. The project plan will be shared with members of the task team. Parties agreed to consult affected SCM employees before the process can be implemented.

Change in leadership

The PSA raised a concern about constant changes of leadership in the Department. Top management is being rotated without valid reasons. The PSA maintained that the changing of leadership destabilised service-delivery processes and affected the morale of employees. The PSA urged the employer to explain the rationale behind the constant changes in leadership. The employer noted the concerns and agreed to convene a bilateral meeting to discuss the matter.

Observer status guidelines amendments

The PSA raised a concern about the unilateral decision to change the observer status guidelines. The PSA requested that the guidelines be re-tabled at the DBC to discuss the proposed changes in the guideline document. Parties agreed to defer the matter to a special DBC meeting to resolve the matter.

DSI structure review

The matter was discussed at the special DBC meeting held on 19 August 2022. The employer outlined the process to review the organisational structure. A task team was formed. A project plan will be shared with task team members. The Director-General will brief all employees about the envisaged review of the

organisational structure on 5 September 2022. The PSA noted the report and requested that change management processes be implemented during the review of the organisational structure.

Head office building condition

The employer reported that the Department started the process to upgrade the building. An assessment was conducted by the Department of Public Works and Infrastructure (DPWI). The building was confirmed to be structurally safe. The upgrading process will mainly focus on leaking roof tops and the lack of ventilation. A service provider was appointed by the DPWI to complete the upgrading process. The PSA noted the report and raised a concern about the two contravention orders issued by the Labour inspector. The PSA urged the employer to resolve the concerns raised by the inspector as a matter of urgency. Parties agreed to defer the matter to a special DBC meeting to discuss it further.

OHS compliance and COVID-19 regulations

The employer reported that three COVID-19 positive cases were reported since April 2022. The employer will continue to implement health and safety protocols. The risk assessment will be conducted and 50% of employees will report back at the office with effect from 1 September 2022. The other 50% will gradually return to work as soon as the other part of the building is upgraded and improved.

Vacancy report

The Department is in a process to fill prioritised posts. There are 37 vacant, funded posts identified as critical posts and 28 posts have already been advertised. The Department implemented an on-line recruitment system to fast track the filling of critical posts. The PSA noted the report and raised a concern about the 25%-vacancy rate. The PSA urged the Department to reduce the vacancy rate as a matter of urgency for the Department to implement its mandate properly.

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