

FOR PSA MEMBERS: **DEPARTMENT OF TRADITIONAL AFFAIRS (DTA)**

08-09-2022

Feedback: Annual General Meeting and Departmental Bargaining Chamber meeting (DBC) - 5 September 2022

Vote weights

The following vote weights were presented for noting:

- PSA – 77.03% with 57 members
- Nehawu – 20.73% with 15 members
- Popcru – 2.24% with two members

The PSA has successfully retained its majority status and remains committed to serving members by protecting their rights and promoting their interests.

Election: Chairperson and Vice-chairpersons

The following officials were elected:

- Mr Jacob Mashishi - Chairperson
- Ms Reshoketwe Mogaladi - Employer
- Labour committed to provide a name for its vice-chairperson in the next meeting.

OHS compliance and COVID-19 regulations

The employer reported that it did not have any reported cases of COVID -19 since the last meeting. Employees are no longer required to wear face masks or screen when entering the building. All employees have returned to work. The employer further indicated that the OHS policy is not ready for consultation as it is busy with its internal process. The PSA noted the report but bemoaned that the process to finalise the OHS policy was slow. The PSA indicated that it would engage the Director-General to intervene on the OHS policy.

Implementation: GPSSBC Resolution 5/2014 (Improvement of qualification)

The employer reported that three applications were received from 2020 to date (all paid for obtaining improved qualifications in line with the Resolution. The PSA is delighted that the employer implemented the Resolution after tremendous pressure was put on the employer. Members who have challenges

regarding the implementation of the Resolution are requested to contact the PSA Branch Chairperson at: Danie@cogta.gov.za

Departmental policies

- Resettlement policy
- Funeral and bereavement policy
- Employment equity policy
- Overtime policy
- Other remunerative work policy
- Leave policy

The PSA bemoaned that the above-mentioned policies were not consulted at DBC level. The employer approved the policies unilaterally without inputs from labour. The PSA demanded that the policies be re-tabled at the DBC for consultation. The employer indicated that the policies were guided by DPSA directives and that it could not subject these for consultation. The employer committed to engage its principals and provide feedback by 30 September 2022.

Draft Business Continuity Management Policy

The employer introduced this draft policy for consultation. Parties agreed to engage in the task team meeting to be arranged by the employer in due course. Members are requested to submit their inputs on the draft policy to Danie@cogta.gov.za by **16 September 2022**.

Sexual Harassment Policy

The PSA requested the policy on sexual harassment to be reviewed to align it to the *Code of Good Practice on the Elimination and Prevention of Harassment* in the workplace gazetted on 18 March 2022. The employer indicated that it was reviewing this policy and that it will bring the policy for consultation as soon as internal processes are completed.

Recognition of long service (certificates)

The PSA enquired about certificates of long service, which members have not received for the past two years as was done previously. The employer indicated that it appointed a service provider last week and that the certificates will be handed to all affected employees by the end of September 2022.

PMDS: Outcome letters (2020/21- and 2021/22-financial years)

The PSA indicated that it has received complaints from members that they have not received outcome letters of their performance assessment for the past two years. Performance-assessment outcomes will be significant when employees become eligible for accelerated grade progression. The employer committed to provide employees with their performance-outcome letters by 9 September 2022.

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