

FOR PSA MEMBERS: **DEPARTMENT OF WATER AND SANITATION (DWS)**

07-03-2022

## Feedback: Departmental Bargaining Chamber (DBC) – 4 March 2022

### **Non- implementation: Collective Agreement (Resolution 1/2018)**

The employer refused to engage on this matter because the PSA referred it for facilitation in the previous meeting. The PSA noted the employer's attitude with disappointment because there is nothing stopping parties engaging and trying to resolve an impasse even if facilitation was requested. Furthermore, the PSA indicated its readiness and optimism in the facilitation scheduled for 11 March 2022. The policies are: Fleet Management Policy, Bursary Policy, PMDS Policy, and Skills Development Policy. Parties agreed to refer these policies to the Departmental task team for finalisation and bring it back to the DBC for ratification.

### **Employees transfer: Ekundstria Offices to Bronkhorstspuit**

The employer failed to provide a comprehensive report on the relocation of employees but maintains that the relocation was successful with no challenges. Parties agreed that labour will consult affected employees to either confirm or dispute the employer's assertion and report back in the next meeting. Employees who were negatively affected by the move should contact Johny Nwaila regarding their challenges on: [NwailaJ@dws.gov.za](mailto:NwailaJ@dws.gov.za)

### **Graduates and contract workers**

The employer started by admitting and apologising that it only shared the requested information (strategy and model of the academy) with labour just before the meeting. The PSA bemoaned that the employer has total disregard for the governance rules, which in turn affects the timeous resolution of matters in the Chamber. Parties agreed to allow labour time to go through the documents submitted and engage meaningfully in the next meeting or to apply for a special DBC if there are matters that require urgent attention.

### **Review: Organisational structure**

The employer made a presentation and indicated that this matter is formally tabled for consultation with labour. The PSA noted the presentation but raised grave concerns regarding the tight deadlines, failure by employer to share updated structure, and unclear guidelines on matching and placing of employees on the new structure. Parties agreed that the employer will share the updated structure and convene a bilateral meeting to engage further on this matter. Members will be requested to make inputs as soon as the structure is received from the employer.

### **Circular C02/2022**

The PSA introduced this item and requested the employer to withdraw this Circular, which came into effect on 1 March 2022, as it negatively affects employees in the Construction Chief Directorate regarding the reimbursement of kilometers travelled between place of residence and place of work. After some deliberations, the employer reluctantly agreed to keep the Circular in abeyance to allow parties to engage in bilateral meetings in trying to resolve the matter.

GENERAL MANAGER