

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

25-01-2022

## Update: Departmental Bargaining Chamber (DBC)

A DBC was held on 20 January 2022 where the following matters were discussed:

### **Non-implementation of collective agreement: GPSSBC Resolution 1/2018**

The employer indicated that it is aware that this matter is long outstanding, however, it has appointed a new Director in Labour Relations who will be responsible for ensuring that the 2018-collective agreement is fully implemented. The employer further asked for more patience from labour. The PSA welcomed the new Director to the Chamber but raised discontentment and disappointment that Resolution 1/2018, a collective agreement dealing with matters of mutual interest, has not yet been fully implemented. The PSA indicated that this matter has been ongoing for many years and referred this matter for facilitation.

### **Fleet Management Policy**

Parties agreed to refer this policy to the Departmental task team for finalisation and bring it back to the DBC for ratification.

### **Transfer of employees from Ekandstria Offices to Bronkhorstspuit**

The employer indicated that employees have been relocated to the new building/offices in Bronkhorstspuit from 1 October 2021. The PSA requested to be furnished/provided with a written report. The employer committed to providing the report by 26 January 2022.

### **Disclosure of information**

The employer shared the legal opinion it sought on which information to disclose regarding the selection and recruitment process to labour in terms of section 16 of the *Labour Relations Act*. The PSA indicated that that in will engage further after having gone through the legal opinion on the stance taken by the employer based on the opinion.

### **Graduates and contract workers**

The employer started by admitting and apologising that it has not shared the requested information (strategy and model of the academy) with labour and committed to sharing the information by 26 January 2022. The PSA indicated that it is handicapped to engage on the matter without the information it requested. The matter will be discussed in the next meeting.

### **Subsistence and Travel Policy (S&T)**

The PSA implored the employer to review the S&T Policy as it is long overdue and some provisions of the Policy are prejudicial to members. Parties agreed to refer the policy to the Department task team for consultation.

### **Organisational structure**

The employer indicated that the new Minister has requested for the current organisational structure to be reviewed and that labour will be meaningfully consulted. The employer further indicated that it will request inputs from labour on the proposed structure. The PSA committed to participate fully in the process.

GENERAL MANAGER