

## Update: Departmental Bargaining Chamber meeting – 18 February 2022

### OHS compliance and COVID-19 regulations

The employer reported that in terms of OHS measures, the Department does comply with all regulations. It indicated that it has amended the departmental circular in line with DPSA *Circular 05/2022* and it was circulated to all staff members for compliance. In terms of the said circular, all Senior Management employees were recalled to the office on 7 February 2022 and the rest of staff returned to work from 14 February 2022. The employer emphasized the need for all employees to continue observing all health protocols as the Department is 100% back to work and no positive cases were identified at this stage. The PSA noted the report and asked the employer if it is indeed ready in terms of COVID-19 compliance measures during the 100% return to work. The employer indicated that the Department is ready, and all logistical arrangements are in place.

### Departmental policies reviews

The employer reported that the Policy Task Team meeting was held to deal with policies that are due for reviews and that it is still work in progress. The employer indicated that the target to finalise policy reviews will be by the end of March 2022. It further tabled three more policies to be deferred to the Policy Task Team, i.e., Youth Development Policy, Bursary Policy, and Training and Skills Development Policy. The PSA noted the report and the tabling of the new policies to be reviewed at the Policy Task Team.

### Performance Assessment (PMDS 2019/20)

The employer reported that all employees that were omitted during payments of the 2019/20-PMDS cycle were paid and requested that the matter be removed on the agenda. The PSA welcomed the report and confirmed that indeed all members were paid. The PSA supported the removal of this item from the agenda.

### December holidays office closure

The employer reported that closure of office during December holidays will not be possible, because the Department is currently classified as essential services as stipulated in the gazette issued during hard lockdown. The employer further indicated that all employees are encouraged to submit their leave plans for December in advance to allow prior planning for operational arrangements. The PSA noted the report.

### **GCIS internal cross transfer**

The employer reported that the Department has a retention policy, which indicates that should there be an internal post available, it will first be advertised internally as a measure to advance growth and development. The employer committed to circulate the said policy to all parties before the next DBC.

*The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.*

GENERAL MANAGER