

Feedback: Departmental Bargaining Chamber (DBC)

Implementation of organisational rights: Office space

The employer indicated that an office was ready to be allocated to labour for union activities and that the network and cables will be sorted within a month. The PSA welcomed the submission by the employer as this matter is long overdue and indicated that the keys of the office should be given to its Branch Chairperson.

Facilities secondment for training of employees

The employer indicated that this matter is currently receiving attention by the General Manager: Human Resources to either formalise this arrangement or to end it. A decision will be taken on 20 June whether to continue with the secondment of employees because this arrangement has created unhappiness by employees doing the same or similar jobs but not earning the same salary. The PSA noted the submission of the employer and indicated that it will await the decision of the employer as the arrangement had noble intentions with unintended consequences, which led to a lot of grievances.

Monitoring compliance of precautionary suspensions

The employer indicated that there are three employees on suspension since last year but it was unwilling to discuss this matter as all three employees have challenged their suspensions through dispute resolution mechanisms. The PSA noted the employer's submission with disappointment because of the opportunity missed by the employer to resolve this matter amicably.

CRM uniform

The employer requested to withdraw this matter and re-table it after it has done a feasibility study on affordability. The PSA noted the withdrawal and indicated that the withdrawal supports its long-held view that the employer was acting hastily without having done proper research.

Job Evaluation Policy

The employer requested for the policy to be adopted as it has been consulted upon. The PSA rejected the policy because the employer failed to consider the inputs of labour in the final draft of the policy. Labour was given until 17 June to re-submit inputs on the policy.

Water shortage/Interruption at GPAA offices

The employer indicated that it is in the process of ensuring that all its offices have back-up water systems in the event there is interruption of municipal water. The PSA requested the employer to develop a standard-operating manual, which will provide for, amongst others, the responsible person for allowing employees to go home during water shortage and the maximum time allowed for employees to stay at work during water interruptions. The employer committed to circulating a document dealing with business disruptions, which covers the concerns raised by PSA.

Safety of employees dealing with clients in regional offices

The employer indicated that it has made an application to the Minister of Police to declare all GPAA offices a gun-free environment and that it has improved security in all offices over the months by installing additional cameras and improving access control. Parties agreed that labour will make submissions or suggestions to the employer on areas it believes needs improvements in terms of security in regional offices.

GENERAL MANAGER