

FOR PSA MEMBERS: **GOVERNMENT PENSIONS ADMINISTRATION AGENCY (GPAA)**

10-10-2022

## Feedback: Departmental Bargaining Chamber (DBC) - 5 October 2022

### Implementation of organisational rights

Labour requested the employer to hand over the key to the office allocated to labour for union activities to the PSA branch secretary after the meeting. Labour requested the employer to continue seeking additional offices to accommodate all three unions admitted in the Chamber. The employer indicated that there is a challenge with office space but committed to look into the request of labour.

### Facilities secondment for training of employees

The PSA raised displeasure that the employer failed to provide a comprehensive report on this matter by 12 August 2022 as agreed in the last meeting. The employer responded that it was attending to the matter and pleaded for more time to compile a report. Parties agreed that this is a delicate and emotive matter with both pros and cons for those employees who were seconded. The employer committed to provide a report within 14 days.

### Water shortage/interruptions at GPAA offices

The PSA indicated that the business continuity document submitted by the employer after the last meeting does not address the concerns raised regarding water interruptions that were experienced in GPAA on 3 October at the Johannesburg regional office. The employer committed to enhance the document to include the concerns raised and submit the enhanced document to labour within 14 days.

### Safety in the workplace

The employer indicated that it is still in the process of ensuring that all GPAA offices are declared gun-free zones with a submission made to the Minister of Police. The PSA welcomed the initiative by the employer but indicated that the declaring of GPAA offices as gun-free zones alone will not ensure the safety of employees. Parties agreed that the employer will share a document on minimum security standards for labour to benchmark with other organisations and to make inputs for the enhancement of the safety of employees.

### Committees in GPAA

The PSA indicated that it has submitted a list of committees, motivation, and the level of participation to support the request by labour to participate in committees at the GPAA. The employer indicated that it would consult its principals and provide a response in the next meeting.

## **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, gazzetted on 18 March 2022. The employer welcomed the request by the PSA and parties agreed to deal with this matter in a task team to be convened by the employer.

GENERAL MANAGER