

Feedback: Annual General Meeting and Departmental Bargaining Chamber (DBC) -12 July 2022

Vote weights

The following vote weights were presented for noting by parties:

- PSA - 74.19% (684 members)
- Nehawu – 25.70% (237 members)
- Popcru – 0.11% (one member)

Election of Chairperson and Vice-Chairpersons

Parties agreed to defer this matter to the next DBC.

Implementation: Organisational Rights

The employer indicated that an office was ready to be allocated to labour for union activities. Labour noted the employer's submission but requested the employer to provide three offices to accommodate each union. The employer committed to provide feedback on labour's request in the next DBC. In the meantime, labour will provide the employer with a name of an employee to be allocated the current office within seven days.

Facilities secondment for training of employees

The employer indicated that this matter is still under consideration whereby a full assessment is required before a final decision can be taken whether to continue or discontinue this arrangement. The PSA voiced displeasure as the employer previously committed that it will take a decision on this matter on 20 June 2022. Parties agreed that the employer will provide labour with its decision regarding this matter by 12 August 2022.

Job Evaluation Policy

The PSA questioned the applicability of this policy in the absence of the "Evaluate" system that was discontinued by the DPSA whilst the policy makes reference to the same system (Evaluate). The employer committed to rectifying the policy to accommodate the concerns raised by the PSA and to re-send the updated policy to labour within seven days.

Water shortage/interruptions at GPAA offices

The employer reported that the back-up water (tanks) will be installed at Travena Building in Sunnyside, Pretoria by the first week of August 2022. The PSA raised discontentment that the employer committed to send labour a “business continuity plan”, which according to the employer, addresses this matter in the last DBC but failed to do so. The employer apologised and committed to send the plan immediately after the DBC.

Policies

The employer presented the following policies (available from PSA Provincial Offices) for consultation:

- Business Continuity Management Policy
- Health and Productivity Management Policy
- HIV/Aids, STI, and TB Management Policy
- Internet and Email Acceptance Usage Policy
- Internship and Experiential Learning
- Media Policy
- Remote Working Policy
- Subsidised Motor Vehicle Policy
- Risk Management Policy
- Working Hours Policy

Members are requested to submit their inputs on the policies to Mr Solomon Mokoane at:

Solomon.Mokoane@gpaa.gov.za by **26 July 2022**.

Participation in all committees

Labour bemoaned that there are committees in the GPAA, which affect members, whereby labour is not part of those committees. Parties agreed that labour will identify those committees, indicate the level of participation, and make a written submission with seven days.

Permanent appointment of all contract and temporary workers in GPAA

The PSA indicated that the GPAA has been operating with fixed-term contract workers for the past 12 years whereby the same employees will be appointed again after the contracts ended and positions advertised. The PSA regard this practice as exploitation and demanded those workers to be appointed on a permanent basis. The employer responded that it was unable to appoint those contract workers on a permanent basis because the organisational structure is not finalised and that the Public Service Regulations prevent the GPAA from appointing fixed-term contracts beyond 12 months. Parties reached a deadlock and the PSA invoked clause 17 of the Governance rules.

Insourcing of all Agency employees in GPAA

The PSA indicated that employees stationed at the GPAA who are employed by an agency are being exploited by being underpaid and being paid late. The PSA demanded that these employees be insourced by the GPAA. The employer responded that it does not have a budget to insource those employees as the agency is paid from the budget allocation under goods and services and not the budget for the compensation of employees. Parties reached a deadlock and the PSA invoked clause 17 of the Governance rules.

Review: Recruitment and selection policy

The PSA demanded that the policy be reviewed to align it with DPSA Circular 19 of 2022 whereby applicants are not required to certify or submit their qualifications. The employer acceded to the demand and indicated that the policy can be discussed in the next task team meeting dealing with policies.

GENERAL MANAGER