

Feedback: Departmental Bargaining Chamber (DBC)

Annual General Meeting (AGM)

An Annual General Meeting for the Government Printing Works Bargaining Chamber was held where parties were required to elect a Chairperson for the DBC as well as Vice-Chairpersons from labour and from the employer. It was unanimously agreed that the General Public Service Sectoral Bargaining Council (GPSSBC) should continue to assist the Chamber with the service of chairing meetings.

The AGM further announced the vote weights of unions as follows:

Trade Union	Membership	Vote weights
PSA	547	81.33%
UNIPSA	0	
NUPSAW	0	
NPSWU	0	
HOSPERSA	2	
SSAPSA	0	
Total	549	
NEHAWU	126	18.67%
Total	126	
POPCRU	0	0.00%
PAWUSA	0	
SADTU	0	
Total	0	
GRAND TOTAL	675	100.00%

The PSA has successfully retained its majority status and remains committed to serving members by protecting their rights and promoting their interests.

Implementation: New GPW structure

As members are aware, a new organisational structure has recently been approved. The PSA was consulted during the compilation of the structure and several inputs were made in the consultation process. In the new structure there are over 400 newly created positions and some positions have been

regraded. The PSA confronted the employer and expressed displeasure with the unilateral implementation of migrating employees from the old structure to the new structure without involving the PSA in the process. As a result of the objection, it was agreed that a meeting will urgently be held for parties to agree on a process that will be consultative when the placement into the new structure is done.

The PSA indicated that migration principles will have to be jointly established and agreed upon to ensure fairness across the organisation. Some of the principles that were discussed were as follows:

- There will not be any automatic promotion of employees.
- No employee will be appointed to act in the higher positions that have been created.
- Where the post has been affected, consultative placement will take place.
- All permanent employees will need to be placed first before posts are advertised.
- Where posts are graded higher and the person qualifies for upgrading in terms of the DPSA directives, such a person will be upgraded in line with the new level of the post.

The PSA emphasized the point that when promotional positions are advertised on salary levels level 1 to 12, such adverts should first be internally to provide career progression for employees.

Members are requested to submit their inputs to the PSA on the migrating principles by sending these to the PSA Chairperson, Mr John Mojanaga, or any other PSA shop steward on or **before 29 July 2022**.

Members will be updated on developments.

GENERAL MANAGER