

## Feedback: Departmental Bargaining Chamber – 4 October 2022

### Implementation: Section 23 of IPID Act

The employer reported that it does not have a progress report as requested by labour in the last meeting as it is still consolidating all the facts of this matter. The PSA voiced disappointment that the employer does not have a written report on all the work done by the employer after all these years. The PSA further indicated that it would escalate this matter to the Executive Director for intervention.

### Filling of IPID vacant and funded posts

The PSA voiced displeasure regarding the employer's postponement of two bilateral meetings that were scheduled to engage on this matter. The PSA indicated that failure by IPID to fill those vacant, funded posts is hampering service delivery and prejudicing its members. The PSA referred the matter for facilitation by invoking section 17 of the Governance rules.

### Policies

- Recruitment and Selection Policy
- Internal Transfer Policy
- Change Management Policy

The PSA indicated that it has submitted inputs on the recruitment and selection policy and the internal transfer policy to the employer. The change management policy is a new policy to be presented to labour in the task team for consultation. Parties agreed that a task team meeting for consultation on these policies will held by the end of October 2022.

### OHS compliance and COVID-19 regulations

The employer presented an OHS report for quarter 1 (April to June), indicating that all COVID-19 protocols have been rescinded. The employer does not have an emergency evacuation plan because it does not have an OHS officer and OHS committee members have been recently appointed. The PSA regretted that the report is old as was expecting a report for quarter 2 and committed to assist the employer to develop an emergency evacuation plan as a matter of urgency.

### **Sexual Harassment Policy**

The PSA indicated that it was waiting for the employer to convene a task team for consultation since it tabled this matter in the last DBC meeting. The employer committed to convene a task team meeting by the end of October 2022. The PSA urged the employer to treat this matter with urgency because the current policy of the employer is outdated and does not protect employees from other forms of harassment, *i.e.*, bullying.

### **Organisational structure**

The PSA indicated that it received information from its members that the organisational structure may have been approved recently without the involvement of labour. The PSA requested a copy of the last approved structure before it can engage further on the matter. The employer committed to provide a copy of the last approved structure to labour by 14 October 2022.

### **Transfer of employees**

The PSA raised a concern that it has identified a trend where the employer transfers employees from one unit to the other unilaterally without proper consultation and demanded this practice to stop immediately. The PSA further demanded the upliftment of the precautionary transfer of the seven employees who were transferred from the office of the Executive Director to other units because the 60 days have long passed. The employer committed to provide a response to the PSA by 14 October 2022.

GENERAL MANAGER