

## Feedback: Annual General Meeting and Departmental Bargaining Chamber – 3 AUGUST 2022

### Vote weights

The following vote weights were presented for noting:

- PSA - 74,29% with 262 members
- NEHAWU - 1,98% with 7 members
- POPCRU - 23,73 with 84 members

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

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial offices.

### Election of Chairperson and Vice-Chairpersons

The employer reported that the task team dealing with this matter has ceased to exist because it has fulfilled its mandate. The employer indicated that all other outstanding matters have been addressed except for two (medical aid and rank translation) that are subject of litigation in the Labour Court. The PSA disputed that all outstanding matters have been resolved. The PSA further rejected the verbal report presented by the employer and lamented over the fact that the employer missed the deadline for submitting a comprehensive written report as agreed in the last meeting. Parties agreed to have a bilateral meeting on 12 August to engage on this matter.

### Filling of IPID Vacant and Funded Posts

The PSA indicated that it has escalated this matter to the Executive Director of IPID due to the employer's failure or unwillingness to address this matter over a long period of time. The PSA further indicated that organised labour is meeting with the Executive Director on 10 August 2022 and will provide feedback in the next meeting.

### Policies

- Recruitment and selection policy
- Internal transfer policy

- Change management policy

The employer acknowledged receipt of inputs from the PSA on the internal transfer policy and the recruitment and selection policy. The employer further indicated that the change management policy is a newly developed policy that will be presented to organised labour in the task team meeting later this month. Parties agreed that a task team meeting for consultation on these policies will be held by the end of August.

### **OHS Compliance and COVID-19 Regulations**

The employer indicated that it was unable to provide a report on the matter as the responsible person was on leave. The PSA responded that failure by the employer to provide a report is nothing new as the employer has never provided a comprehensive report on time. The PSA further indicated that the report would have been moot anyway as the state of disaster regulations have been repealed. The PSA indicated that it was expecting the employer to state its official position on its current COVID-19 protocols on whether employees are still required to wear masks and to do screening before entering the building *etc.* The PSA further made a request for the OHS policy to be included in the upcoming task team meeting. The employer acknowledged its failure to provide PSA with the OHS policy as previously agreed. Parties agreed to include and engage on the policy in the upcoming task team.

### **Sexual Harassment Policy**

The PSA indicated that the amended code of conduct does not only recognise bullying as a form of misconduct but also as a form of harassment. The PSA requested the sexual harassment policy to be reviewed to align it with the amended code of conduct. Parties agreed to include the sexual harassment policy in the upcoming task team meeting for consultation.

GENERAL MANAGER