

Feedback: KZN COGTA GPSSBC Task Team meeting - 13 October 2022

Finalisation of grievances: Non-payment of awards for 2019/20

Labour raised concerns regarding the lack of feedback from the Internal Review Committee to employees. The PSA was concerned that the employer issued letters three years after the 2019/20-financial year. The employer reported that the process was finalised, and letters were issued to affected employees on 25 July 2022 as per the resolution taken on 23 June 2022.

Employee Performance and Management Development System (EPMDS) 2020/21

The employer confirmed that a circular was issued on 25 July 2022 by Human Capital Development to all departmental email users, advising that the Department of Public Service and Administration has suspended performance bonuses for the 2020/21-financial year.

Occupational health and safety of employees

As per a resolution dated 23 June 2022, a formal communication was sent to the Office Manager on 29 June 2022 regarding an unpleasant odour in the workplace. The employer reported that the odour emanates from the sewage system that runs below the building. The municipality is responsible for maintaining the sewage system twice a month, using a chemical substance that dowses the odour. The employer undertook to monitor the situation.

Departmental uniform

The secretariat previously received the concerns labour regarding the requirement by the Department for the return of uniforms. The employer reported that the practice of returning uniforms ceased in 2018, however, a formal communication will be issued in this regard.

Implementation of Resolution 3/2009

A total of 18 employees were grade progressed from 1 April 2022. Human Resource Administration will commence on a process to grade progress qualifying employees after the conclusion of 2021/22-performance assessments. The employer reported further that no clerks grade progressed as they did not qualify.

Implementation: Employee Performance Management and Development System Policy

Human Capital Development conducted workshops on the Employee Performance Management and Development System Policy (EPMDS) to all employees during July and August 2022. The employer reported that 47 workshops were scheduled, 34 workshops were held, four workshops did not have sufficient attendance and will be rescheduled to be held before the end of October 2022, nine workshops were postponed and rescheduled to will be held before the end of October 2022. Additional workshops will be scheduled on request from business units.

Payment of pay progression: Contract workers

The Chief Director of Human Resources reported that the Human Resource Department has done calculations, which are currently reviewed and verified by Legal Service/Labour Relations and Finance to ensure compliance, hence, there are frequent meetings, taking place in this regard. The review exercise is anticipated to be finalised on or before 31 October 2022 and thereafter will be escalated to the Head of Department for his attention and further handling. The PSA expressed disappointment regarding the employer disrespecting task team decisions that were taken on finalisation of the matter. The employer apologised and stated that the delay was unexpected and that it is not its intention to delay the process. The employer committed to update labour regarding progress on the matter.

Transporting of employees affected by relocation in 2018

The employer reported that on 1 July 2022, engagement took place between the Chief Director: Corporate Services, Transport and Labour Relations. It was agreed that original arrangements will remain in place. Affected employees and their managers were advised of the initial transport arrangements.

Staffing issues at Municipal Planning

Organisation Development and Efficiency Services made a presentation regarding staffing at Municipal Planning. Labour requested further information regarding the Municipal Planning component. The employer agreed to provide the information via the secretariat.

Prevention and Elimination of Harassment Policy

Labour was requested to peruse the policy and submit input and comments to the secretariat by 26 October 2022.

For more information, please contact Zweli Msane on 083 340 7439 or Vinod Harripasad on 082 880 2938.

GENERAL MANAGER