

## Feedback: Departmental Bargaining Council (DBC) - 21 November 2022

### Occupational health and safety regulations

The employer reported that the term of office for occupational health and safety committee members ended in May 2022 and it has recently appointed new committee members. The employer further reported that the new committee members already inspected the office building and their findings were loose electrical cables and the issue was immediately resolved. The employer also indicated that there was no COVID-19 case reported since the last meeting and all employees are back at work. The PSA noted the report but raised concerns regarding the accessibility of the building for those using a wheelchair. The employer responded that it has escalated the matter to the landlord and will provide feedback in the next meeting.

### Review: Organisational structure

The employer indicated that EXCO is considering the inputs that were submitted by labour. Workstudy reports and a business case from a service provider will also be considered. The PSA raised displeasure that labour is kept in the dark regarding this matter and demanded to be provided with the workstudy report and the business case. The employer committed to provide the requested documents within three working days and convene a task team meeting before the end of the year for further engagement.

### PMDS 2021/22

The employer reported that it has finalised the assessments of employees on salary level 12 and below. It is currently processing the performance assessment of senior managers. The employer committed to meet the deadline of 31 December 2022, as per the directive of the DPSA. The PSA noted the report.

### Occupational Health and Safety Policy

The employer requested that the current policy be reviewed owing to gaps that were identified. Parties agreed to defer the matter to the policy task team.

### Review: Sexual Harassment Policy

The PSA requested that the policy on sexual harassment to be reviewed to align it to the code of good practice on the elimination and prevention of harassment in the workplace, gazetted on 18 March 2022. The employer welcomed the request and parties agreed to defer the matter to the policy task team.

Members will be updated on developments.

GENERAL MANAGER