

FOR PSA MEMBERS: **NATIONAL DEPARTMENT OF TOURISM**

11-05-2022

Feedback: Departmental Bargaining Chamber (DBC)

Parking allocation

As members are aware, the shortage of parking at the Department's national building remains a serious challenge. The matter has been kept as a standing item at the DBC wherein the employer is expected to report progress on finding extra parking that will accommodate all its employees. Efforts to engage with the Advance Parking Company at Sunny Park Mall have been made with an intention of negotiating a contract for allocation of parking space for Tourism employees. Whilst the Department has not been operating on 100% attendance of employees to the office, the shortage of parking has been manageable as employees are being permitted to utilise any free parking when they report to the office. However, the PSA has emphasized that the employer should not fold its arms and delay addressing the challenge because at some point there will be a full return to the office and the problem should have been resolved by then.

OHS compliance and COVID-19 regulations

The employer reported that in light of *DPSA Circular 5 of 2022* and the repeal of COVID-19 regulations, considerations for a safe and healthy return of staff to the office were being made. Plans were put in place by the employer to ensure a state of readiness before employees are recalled. The focus has been based on the emotional wellness of staff and the readiness of a healthy and safe environment. In terms of emotional wellness, the intervention that has been put in place was the circulation of the EAP-service provider contact details through an HR circular. The second intervention is the virtual psychological session, which according to the employer, was well attended. The environmental readiness was based on creating a COVID-19 email address, assessing if employees are complying with COVID-19 regulations on all floors, ensuring that social distancing would be possible in open-plan areas, conducting hygiene inspections, issuing of ID cards for access, and information sharing on construction activities. The PSA raised a concern regarding the threat posed on employees' safety by ongoing construction. It is the PSA's view that employees cannot be recalled whilst construction is still in process as their safety might be compromised.

GENERAL MANAGER