

Feedback: Departmental Bargaining Chamber Meeting – 26 October 2022

Transformation in NSG

All issues that were raised by the PSA, such as exacerbating adjustments posts, guidance on benchmarking, and unceremonious upgrading of posts, were escalated to the Chairperson of the Transformation and Restructuring Task Team. The PSA raised serious concerns about the selective conversion and upgrading of Personal Assistant posts of the Deputy Director-General: Corporate Services and Chief Financial Officer. The fair proposal was to consider all deserving posts for upgrading. Supportive motivation and approval of the principal as well as the specific Directorate's organisational structure of the Department of Forestry, Fisheries and Environment and the Department of Human Settlements against which posts were benchmarked, be made available. The employer shared incomplete information, which led to parties agreeing for a special DBC to be convened as soon as the additional information is secured. The employer agreed to the demand of putting the process of filling those posts on hold, pending the provision of outstanding information.

Performance agreement

The employer confirmed that the Minister of Public Service and Administration did grant deviation to all members, in not signing the agreements before the finalisation of restructuring. Such approval was for the 2020/21- and 2021/22-financial years, as demanded by the PSA. A directive was issued by the employer without consulting labour. The directive threatened members that failure to sign their agreements with immediate effect would render their qualification consideration for performance assessment incentive unlawful. The PSA strongly opposed the instruction and it was withdrawn by the employer. After placement of all employees and sharing the operational plans and job descriptions, members will be advised to immediately sign off agreements. The employer accepted the proposal.

Occupational health and safety

The employer reported that it has already offered training on Fire Fighting and First Aid. An air-quality assessment that was disputed by the PSA was investigated by an independent service provider. The report pronounced that the air is clear and does not pose any danger to employees. A session will be arranged for deliberations, after circulating the report.

Consultation on policies by Policy Task Team (PTT)

The following policies were deliberated: Standard Operation Procedure on Change Management Policy; Bursary Policy, and Fire Plan Policy, whilst the following were tabled and deferred back to the PTT: Supply Chain Management Policy, Finance Policy, and Patch Management Policy.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER