

Annual General Meeting and Departmental Bargaining Chamber - 31 August 2022

Vote weights

The following vote weights were presented:

- PSA - 63,13% with 565 members
- NEHAWU - 36,75% with 326 members
- POPCRU - 0,11% with 1 member

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), send an email to ask@psa.co.za, or contact PSA Provincial offices.

Election of Chairperson and Vice-Chairpersons of the Chamber

Parties agreed to defer this item to the next DBC meeting.

OHS and covid-19 Regulations

The employer reported that no case of Covid-19 has been reported since the last DBC meeting and that all protocols i.e., screening when entering the building, wearing of masks etc. have been repealed.

Parties agreed to remove this matter from the agenda and to allow the OHS committee to deal with this matter in the Department.

Organisational Structure and Audit Review (Transfer of MFRS from OAG)

The employer reported that the previous Director-General did not sign off the report before he left as previously committed because he made certain inputs and requested clarity on some areas. The PSA indicated that the report by the employer is totally unacceptable because this matter is long outstanding and causing anxiety to employees. The employer apologised for not providing the report as committed and refuted claims that the Department is embarking on a restructuring process. The employer committed to provide the report to organised labour before the next DBC and to engage the PSA on the allegations of restructuring outside the DBC.

Working Conditions at 40 Church Square Building

The employer indicated that they have drafted a memorandum to the Director-General with costs analysis for refurbishing the building and that the relocation of employees from 40 Church Square to 240 Madiba Street (Head Office) will begin by the end of September 2022. The PSA bemoaned that the employer committed to include organised labour in the steering committee for relocation of employees but that did not happen. The employer committed to ensuring that organised labour is included in the steering committee before the relocation of employees take place.

Job Evaluation process Conducted within Office of the Accountant General and Office of the Chief Procurement Officer

The employer made a presentation indicating that Human Resource did job evaluations for positions in its economic cluster positions and financial cluster positions (within its core business) of salary levels 9, 10, 11 and 12 to try to address the problem of salary disparities of employees doing the same or similar work. According to the employer, 82 employees will be upgraded to higher positions (either level 10 or level 12) from 1 September 2022 as approval was granted by the Minister on 6 August 2022. The PSA welcomed the employer's initiative to address the issue of job disparity but requested for information on the employees who did not meet the requirements for the upgrading of their positions. The employer agreed to engage the PSA outside the DBC on the information requested.

PMDS policy

The employer tabled this policy for review. Organised labour accepted the tabling of the policy and parties agreed that they will engage in the task team for consultation.

Review of Sexual Harassment policy

The PSA requested 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 indicated that it was in the process of reviewing this policy and that it will bring the policy for consultation as soon as it is done with its internal processes.

GENERAL MANAGER