

Feedback: Departmental Bargaining Chamber (DBC)

A DBC meeting was held on 13 May 2022 and the following agenda items were discussed:

OHS compliance and COVID-19 regulations

The employer indicated that it had only one positive case since the last DBC (16 February). Only a third of employees goes to the workplace and employees are encouraged through e-mails to vaccinate against COVID-19. The PSA noted the report and encouraged the employer to continue being vigilant in managing the pandemic as the number of positive cases is showing an increase throughout the country.

Working conditions: 40 Church Street

The employer reported that a bilateral meeting was held on 25 April 2022 between labour and the Deputy Director-General (DDG) responsible for Corporate Services at request of the PSA. In that meeting, the DDG indicated that the employer will refurbish the entire building and move all employees to 240 Madiba Street during the refurbishment. The PSA welcomed the idea that the building will be refurbished as it is unsafe but raised concerns about the capacity of the building in 240 Madiba Street to accommodate all employees, whilst allowing for social distancing.

Organisational structure: Audit and review

The employer indicated that the DDG: Corporate Services committed in the meeting on 25 April 2022 that the Director-General will sign of the report before leaving National Treasury as all inputs from branches have been consolidated for approval. The PSA indicated that this matter remains a thorny issue to employees causing anxiety and the inordinate delay in finalising the matter. The employer committed to share the report with labour after it has been approved by the Director-General.

Policies

- Recruitment and Selection Policy
- Learning and Development Policy
- PMDS Policy
- Employee Relations Guidelines
- Coaching Framework Policy
- Employment Equity Policy
- Revised Recognition and Reward Policy
- Membership of Professional Bodies policy
- Supply Chain Management Overarching Policy

The employer requested for adoption of the above-listed policies. The PSA noted the policies and acknowledged that there was sufficient consultation where the inputs made were considered.

PMDS outcome: 2020/21

The PSA indicated that it has received queries from employees who have not received their performance assessment outcomes for 2020/21 as the employer missed its deadline of March 2022. The employer indicated that the process was concluded and that a communique was issued to employees via email on 3 May 2022. The employer further indicated that employees who have not received letters confirming their assessment outcomes, should approach their line managers or the Human Resources Business Partners (HRBP).

GENERAL MANAGER