

Departmental Bargaining Chamber (DBC) – 16 February 2022

A DBC was held on 16 February 2022 and the following agenda items were discussed:

OHS compliance and COVID-19 Regulations

The employer presented statistics on COVID-19 from March 2020 to date as follows: 147 positive cases; 145 recoveries; 2 deaths; and that there are currently no active cases. The employer indicated that only a third of employees goes to the workplace even under lockdown level 1 and that 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.

Working Conditions: 40 Church Street

The PSA raised discontent that the employer failed to comply with the commitment of providing labour with a comprehensive report on the status of the building and indicated that it will approach the Department of Employment and Labour (DEL) for intervention. The employer pleaded with the PSA to have a meeting with the Deputy Director-General who is responsible for facilities before approaching the DEL to find solution. Parties agreed that the employer will set up a meeting between labour and the Deputy Director-General: Corporate Services by 4 March 2022.

Organisational Structure: Audit and review

The employer indicated that the *status quo* remains as in the last meeting in that the accounting officer is still studying the report with findings and recommendations from the task team. The PSA registered disappointment with the pace at which the employer is handling this matter as it has been ongoing for a very long time without conclusion. The PSA further indicated that it would seek an alternative avenue to resolve this matter if there is no significant progress to the satisfaction of the PSA in the next DBC.

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 indicated that the mentioned policies have been consulted in the task team and requested ratification of the policies. The PSA was granted until 4 March 2022 to seek a mandate from members on the adoption of the policies. The employer will request a special DBC for the ratification of the policies at a later stage.

GENERAL MANAGER