

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) NORTH-WEST**

28-04-2022

## Update: Provincial Chamber Meeting - 22 April 2022

### OHS compliance and COVID-19 regulation

The employer tabled a workplace roll out program which demonstrated good progress on various Departments, excluding Public Works with only 9% vaccination schedule. It was a cause of concern and a call made to labour to assist in any manner to encourage members in this Department to vaccinate. Labour was reminded of an agreement made last year, where it was agreed that meetings will be held to ramp up vaccinations across all age groups to achieve the set target of 70% to achieve herd immunity.

Some Departments are still struggling to maintain a healthy and safe work environment by failing to provide adequate water supply. The same picture appears regarding the provisioning of adequate ventilation. The unions were requested to play an active role in monitoring the workplace health and safety program by:

- Ensuring that Health and Safety committees are properly constituted in line with regulatory requirements
- Monitoring the functioning of the Health and Safety committees and ensuring that regular meetings are held
- Monitoring of the workplace Health and Safety program thus ensuring the maintenance of safe and healthy workplaces.

It was found that Health and Safety committees are not effective as managers are not part of the committees and it paralyses the expectation of the committees to function effectively. It was recommended that they be represented to ensure that the structure composition is well represented.

### Department of Safety and Transport management

There were problems that arose at the Department of Public Safety in Montshiwa regarding the treatment of traffic officials and the office manager not adhering to existing policies and regulations applicable to them. It became prudent to address those matters with the employer at the bargaining chamber which include the following:

- Normal Working Hours
- Non-implementation of Overtime Policy

- Rest and Meal Intervals as well as Travelling
- Failure to implement S&T Policy
- Communication and Consultation (Reshuffling Duty Roster) by Station Manager
- Nepotism and Favoritism
- Discrimination and Victimisation

Labour was requested to make a comprehensive presentation in respect of all the items for the purpose of ensuring that they are adequately addressed by the employer as well as ensuring that these matters are resolved for the betterment of all officials affected.

The employer agreed to make sure that it addresses the issues raised by labour and will ensure that the relevant officials are called to respond to all items mentioned. It was decided that a special chamber be convened to address the issues. The date for the special chamber meeting is scheduled for 16 May 2022.

Members will be kept informed of any further developments.

GENERAL MANAGER