

Feedback: Bargaining Forum meeting - 10 June 2022

The Bargaining Forum meetings were resuscitated upon engagement with the CEO to enable labour and the employer to address matters affecting employees. The following issues were discussed:

Employment equity activities

The employer reported that training provider was procured. Training of committee members is planned from 11 to 13 July 2022. The employer reported that no Employment Equity Forum meetings took place during the period under review.

OHS/Steering Committee Report

Despite the above committee not being functional, the employer reported that there is compliance with OHS measures and that employees are provided with the appropriate PPE. The employer further reported that staff rotation is still underway at which attendance is at 75% of which 70% is vaccinated. The Employer continues to encourage employees to get vaccinated. EAP interventions are accessible to those in need of psychosocial-support services, particularly infected and affected employees. The PSA urged the employer to resuscitate the committee and provide the meeting schedules to labour. The employer committed to provide this by no later than 15 June 2022.

Bargaining Forum Constitution

The draft constitution was circulated for input and the PSA committed to submit inputs in the next meeting. Members' inputs must be sent to Velucia.maluleke@psa.co.za by not later than **18 June 2022**.

Policies for review

The following policies were tabled: Fixed-Term, Interdepartmental Transfer and Working from Home Policies for consideration by labour. A Policy Task Team meeting will be convened to discuss these policies in detail. In the meantime, members are requested to send their inputs to Velucia.maluleke@psa.co.za by not later than **18 June 2022**.

Salary disparities amongst employees performing the same work

The PSA raised the issue of salary disparities amongst employees performing the same/similar functions but earning different salaries on the same rank. This disparity is amongst employees transferred in terms of section 197 from the Department of Health and those employed directly by the OHSC. The employer responded that it will embark on a comparison of benefits between these types of employees as a starting

point and that development of a remuneration policy is underway, which will be consulted with labour at an appropriate time.

UIF presentation

Members were informed previously that the employer was intending to deduct UIF from all employees, which was objected to by the PSA on the basis that public-sector employees are not contributing to the this and the OHSC is not different. Subsequently, it was resolved that the Department of Employment and Labour be invited to make a presentation, which was done on 10 June 2022 by Mr Buthelezi. In his presentation, he indicated that although the *Act* was amended in 2016 to extend the scope to the public sector, the DPSA could not get the approval for the state to contribute 1% on behalf of each employee owing to unaffordability. Public servants are currently not contributing to the UIF. Emanating from the presentation, the PSA maintains that employees should not contribute to the UIF, and that the employer must pay back the money to employees who were employed directly by the OHSC as they are currently contributing to the UIF. The benefits are not currently applicable to them. A case in point is the maternity benefit, which these employees cannot access as they are paid their full salary during maternity leave. The employer agreed with the submission of the PSA. The PSA will engage with members regarding the repayment matter and will act in accordance with members' mandate.

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.

Members will be informed of developments.

GENERAL MANAGER