

Feedback: Bilateral meeting – 20 May 2022

An urgent bilateral meeting was convened between the CEO, her team, and the PSA upon receipt of complaints from employees pertaining to the effect of implementation of new payroll systems. Subsequently, the following issues were discussed:

Implementation: New payroll system

The PSA was alerted that the employer had implemented a new payroll system whereby Persal employees migrated to the new system. This, however, resulted in challenges regarding payment to third-party service providers. The employer acknowledged the challenges of the system and informed the PSA that the reported issues are being addressed and will also take care of the interests that might have accrued as a result of non-payment. It was indicated that employees who had challenges with payment of the bond account and funeral policies were assisted as the employer committed to ensure that no employee suffers any adverse effect owing to the implementation of the new system. The issue of medical aid and tax implications will also be investigated and addressed accordingly. Members are therefore urged to check their payments and approach the finance section to ensure prompt intervention. Matters can be escalated to the PSA shop steward, Alice Ngwenya, where the employer fails to address the same.

Conditions of service of employees

The PSA tabled this long-pending matter regarding different conditions of employment between employees who transferred from the NDOH to section 197 of the *LRA* and those employed directly by the entity. Employees are on different salary scales and benefits, which have the potential to create animosity in the workplace and also to contravene the 'equal pay for equal work' principle. The employer responded that it is aware of the situation and it was resolved that the matter should be discussed in the coming Bargaining Forum scheduled for 10 June 2022.

Status: Bargaining Forum structure

The PSA raised serious concerns with the employer regarding the status of the Bargaining Forum where scheduled meetings are continuously postponed owing to non-availability of employer representatives, which is not acceptable. The PSA informed the employer that the Bargaining Forum is not a favour from the employer but a hard-fought right of the Union and must be respected. The dysfunctionality of the Bargaining Forum led to the employer opportunistically consulting directly with employees regarding the new payroll system, which was condemned by the PSA as the recognised Union. The employer was warned not to repeat the stance as it will face the might of the PSA. The employer committed to prioritise

the Bargaining Forum where employer representatives will avail themselves as per the calendar of the Forum. Members are directed to submit agenda items to angwenya@ohsc.org.za and/or gracia.rikhotso@psa.co.za on or **before 02 June 2022**.

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