

Feedback: Departmental Bargaining Chamber Meeting - 12 October 2022

Sexual Harassment Policy Review

The PSA tabled the matter on the agenda. The purpose was to align the policy to the provisions of the new Code of Good Practice on Harassment into the Sexual Harassment Policy. The PSA emphasised that workplace bullying should be included in the policy as per the new directive. The matter was deferred to the policy task team for further deliberation.

OHS Compliance and COVID-19 Regulations

The employer reported that disposable face masks were allocated to household workers and drivers on 26 July 2022. The employer committed to observing COVID-19 protocols even though the disaster management regulations were repealed. The COVID-19 steering committee will cease to exist going forward.

Organisational Structure Reconfiguration

The employer reported that they have consulted DPSA about the service delivery model. A report will be submitted to the Director-General for consideration. A strategic plan workshop will be held to deliberate further on the draft organisational structure. Labour will be allowed to make inputs at the strategic plan workshop. The task team will develop a fit-for-purpose structure after consultation with various stakeholders. The contract of GTAC as the service provider came to an end in January 2022 and a closed-up report will be presented at the strategic plan workshop. The PSA noted the report and requested a project plan with clear timelines be submitted at the next DBC meeting. Members will be updated about developments.

Leave Automation System

In-house training was held on 27 July 2022. The Department continued to pilot the system before implementation could take place. The employer envisaged implementing the system by 1 April 2023. Employees who do not have computer systems will continue to apply for leave manually.

Overtime Provisions Review

Labour reported that the employer failed to implement the overtime policy consistently. Labour reported that employees were instructed to work overtime which exceeded the 30% threshold. The PSA urged the

employer to conduct an investigation and correct the discrepancies. A report will be submitted at the next DBC meeting.

Uniform Procurement

It was previously reported that the employer failed to procure uniforms for household employees and drivers for two years. The PSA decided to invoke *Section 17* of the GPSSBC Governance Rules, to force the employer to comply accordingly. A facilitation meeting was scheduled for 31 October 2022. Members will be updated on developments.

Departmental Policies

The employer tabled the following draft policies:

- Employment Equity
- Labour Relations Guidelines
- Standby Allowance
- Hours of Work and Overtime and Salary Advance Policy

The draft policies were deferred to the policy task team for further deliberations.

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

GENERAL MANAGER