

FOR PSA MEMBERS: **PUBLIC SERVICE COMMISSION (PSC)**

16-09-2022

## Feedback: Annual General Meeting and Departmental Bargaining Chamber meeting (DBC) - 15 September 2022

### Vote weights

The following vote weights were presented for noting:

- PSA – 68.14% (154 members)
- Nehawu – 30.09% (68 members)
- Popcru – 1.77% (4 members)

### Organisational structure review

The employer reported that it plans to conduct an organisational structure review in this financial year. The Department intends to increase its capacity for effective service delivery. A task team was formed, and labour is expected to submit two names by 23 September 2022. The task team will provide feedback to the DBC on a regular basis. Parties agreed to defer the matter to the special DBC meeting scheduled for 3 October 2022.

### Review: Sexual Harassment Policy

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 emphasized 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.

### Office accommodation

The request for site visits and inspection was approved by the Director-General. The task team will be accompanied by the OHS representatives to inspect various buildings of the Department. A draft plan of action will be shared with parties.

### Employment of additional security officers and cleaners

The employer reported that one security officer was appointed on contract at head office. Discussions to appoint more security officers are underway. Four cleaner posts were created and two cleaners were appointed. The employer indicated that more cleaner posts will be created after the organisational

structure review process is completed. The PSA noted the report and requested further clarity on the matter. Parties agreed to defer the matter to the special DBC meeting scheduled for 3 October 2022.

### **Appointment of officials to act on higher positions**

The employer reported that a draft standard operating procedure manual was developed. The draft document will be shared with labour through the administrator for inputs. The matter was deferred to the special DBC meeting scheduled for 3 October 2022.

### **Appointment of contract workers**

The Department identified 36 internship posts, 18 interns were appointed in the previous quarter, and two contract positions were filled in the current reporting period. The Department committed to create job opportunities for the unemployed youth through the database of the Department of Employment and Labour.

### **OHS compliance and COVID-19 regulations**

The employer reported that the broken sanitizer bottles were replaced with new ones. The Department continues to observe health and safety protocols. An OHS representative was appointed to work together with OHS committees. Safety inspections will be conducted in all the buildings.

### **Vacancy rate report**

There are 30 vacant funded posts reported in this quarter. The Department struggled to fill the vacant posts within the prescribed time frame owing to the manual system used by HR. The Department intended to implement an E-recruitment system from 1 October 2022 to fast track recruitment processes.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER