



# INFORMUS

SINCE 1920  
still driven by  
SERVICE EXCELLENCE

FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT (DALRRD)

15-11-2023

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 13 November 2023

### Determination of vote weights: GPSSBC Chambers 2023/24

Below is the determination of vote weights for unions admitted to the GPSSBC National Bargaining Chamber for DALRRD:

Union	Membership	Vote weight
<b>PSA</b>	3 532	<b>53.09%</b>
Unipsa	0	
NPSWU	6	
Hospersa	11	
<b>Total</b>	<b>3 549</b>	
<b>Nehawu</b>	2 967	<b>46.66%</b>
Nupsaw	115	
<b>Total</b>	<b>3 082</b>	
<b>Popcru</b>	23	<b>0.25%</b>
Pawusa	39	
<b>Total</b>	<b>62</b>	
<b>GRAND TOTAL</b>	<b>6 693</b>	<b>100.00%</b>

The determination is made in terms of the provisions of clause 16.1 of Resolution 1/2012, Governance Rules for Chambers, as of 31 December 2022.

### Shift systems policy

The employer reported that it is in the process of reviewing the policy related to working arrangements, after the transfer of some employees to the BMA. The employer will update parties at the next DBC regarding progress. Parties agreed to defer the item to the next DBC.

### **OHS and renovations of dwellings at Borders**

The employer reported that the issues related to safety at the house dwellings at border posts are receiving attention. It promised to assess some of the border posts that are still reporting under DALRRD, if there was still a need to conduct inspections to verify the need for renovations. A report will be presented at the next DBC meeting for further discussion.

### **OHS issues and reasonable accommodation: People living with disabilities**

Labour raised concerns about the reasonable accommodation for people living with disabilities at the new DALRRD head office building. It was previously indicated that the building was not user-friendly for persons living with disabilities after there was a fire drill. Persons living with disabilities who are stationed on the fifth floor are unable to evacuate and must be carried in a wheelchair to the ground floor. The PSA raised a concern about the challenges related to hygiene factors at Agriculture offices, as ablution facilities were left uncleaned. There were further challenges related to the allocation of parking for employees who were transferred to the new head office building. Some employees are expected to pay for parking at shopping malls. The employer requested to be afforded time to investigate and will revert to labour and parties may consider convening a special DBC. Parties agreed to keep the item on the agenda.

### **Non-implementation: PSCBC Resolution 1/2012**

The employer requested for this item be removed from the agenda as it refers to the case that the PSA referred to the Supreme Court of Appeal. The DBC does not have authority. Parties agreed to remove the item.

### **Unpaid overtime: Agriculture College**

It was previously reported that PSA members complained about the non-payment of overtime at the Agriculture College. The employer reported that the matter could not be resolved on time because the Director at the Agriculture College resigned. The employer requested to engage the CFO about the availability of funds to cover outstanding overtime payments. A report will be submitted at the next DBC meeting.

### **30% Capped overtime**

The employer reported that it in the past approached the DPSA to allow the Department to deviate from the 30% capped overtime rule. The Department is expected to deal with emergencies from various health outbreaks. The request for a deviation of the 30% capped overtime was not approved in terms of DPSA regulations.

### **Skills development: DBC members**

DBC members will receive training that will be facilitated by the Council after unions conclude shop stewards elections. Further details will be shared with DBC members.

### **Process of finalising PMDS payments: 2021/22-financial year**

Parties agreed to remove the item after it was confirmed that payments were made late last year in December 2022.

### **Fit-for-Purpose Structure**

The employer requested to defer the item to a special DBC as the issue is still under discussion for the mandating process by EXCO. The PSA urged the employer to fast-track the mandating process on the matter. The matter remains on the agenda.

### **Interim structure: Restitution Directorate**

The employer requested that the item be deferred to the special DBC. The matter will be discussed together with the Fit-for-Purpose Structure matter.

### **Transfer of Agricultural Colleges to Provinces**

Parties agreed to remove the item from the agenda as the issue is being handled at PSCBC level.

### **Resettlement/Relocation and transfer policies**

The draft resettlement and relocation policies were discussed and finalised at the PTT. Parties agreed to adopt these.

### **Relocation to new building**

The employer requested the item to be deferred to the next DBC meeting as the responsible manager involved in the project was not available. The matter was deferred to the next DBC meeting.

### **Cleaners project**

Employees at Cleaning Services complained that they were not consulted by the employer about their working arrangement after they were transferred to the new building. The PSA will consolidate the concerns submitted and table these for discussion in the next DBC meeting.

### **Freezing of vacant posts**

Employer issued a circular, indicating that vacant posts will be frozen in terms of the directive received from Treasury. The PSA was concerned that the employer interpreted the directive from the Treasury incorrectly. Some of the posts were filled against the directive from Treasury. The employer indicated that it did not have a mandate to discuss the matter and requested to be given time to investigate and revert to labour in the next meeting.

### **Departmental policies**

The employer tabled the following draft policies for discussion at the PTT:

- Acting Appointment Policy
- Dress Code Policy

Labour noted the policies for discussion at the Policy Task Team.

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.

Reuben Maleka  
GENERAL MANAGER