

FOR PSA MEMBERS: DEPARTMENT OF BASIC EDUCATION (DBE)

19-09-2023

Feedback: Departmental Bargaining Chamber meeting – 15 September 2023

Allocation and utilisation of parking

The employer reported that between August and September 2023, eight employees were allocated parking space. It further reported that as of 31 August 2023, 61 employees are still on the waiting list, however, there are interim arrangements with affected employees. It reported that the Department is busy reviewing the parking policy and labour will be informed of developments.

The employer reported that in the previous meeting, the Department presented the contingency plan and that it would like to withdraw that plan from the DBC. The PSA noted the report but questioned the rationale behind withdrawing the contingency plan. The employer responded that the reason was to beef up the contingency plan and extend consultations with the Chief Financial Officer and Director-General.

OHS compliance

The employer reported that there are 70 OHS committee members of which 47 have been trained. It reported that the last group of OHS committee members would receive training on 26 September 2023. The PSA acknowledged the report.

Contract employees

The employer reported that the resolution from the previous meeting was that the Department should conduct an audit on all contract employees and provide a report to labour. It reported that it was still consulting with its principals on the matter and feedback would be provided in the next meeting. The PSA was disappointed with the employer's response and viewed this as a delay tactic. The employer committed to circulate an updated list of all contract workers to labour by 29 September 2023. The PSA noted the report.

Restructuring of departmental structure

The employer reported that the departmental organisational structure was submitted to the DPSA for concurrence. The response from the DPSA was that the structure was rejected as the departmental structure should separate the Human Resource component from the Finance component. It reported that there would be a meeting between both the Minister of the DPSA and Basic Education to discuss the matter further and feedback would be communicated. The PSA raised concern about the employer's failure to share the proposed structure with labour. The employer apologised for failing to share the

organisational structure with labour and committed to circulate the structure immediately. The PSA will monitor developments.

Policies

- Bursary Policy
- Policy on Travel and Accommodation
- Policy on Acting Allowance for Personnel on Salary level 1-12 in DBE
- Whistle Blowing Policy
- Fraud and Corruption Prevention Policy

The employer reported that the above-mentioned policies have met all consultation processes and requested that these policies be adopted.

- Sexual Harassment Policy
- Policy on Travel and Accommodation
- Policy on Acting Allowance for Senior Management Services
- Policy on Special Leave

The above-mentioned policies are still at the Policy Task Team for further engagements with labour.

The employer further tabled the following policies and requested that these be deferred to the task team for further deliberations with labour:

- Parking Policy
- Bereavement Policy
- Telephone Policy

The PSA noted the report provided by the employer and the tabling of the policies. Members will be informed of developments.

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.

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GENERAL MANAGER