

Feedback: Departmental Bargaining Chamber (DBC) – 5 May 2023

Human resource and development policy

The employer indicated that it received inputs from the PSA and incorporated some of the inputs in the policy. The employer further indicated that the policy was approved on 1 December 2022. The PSA raised discontentment that the policy was approved without it being ratified in the DBC. The employer responded that it was pressurised by time to approve and implement the policy. It further indicated that a task team meeting will be scheduled to address the concerns of labour on the approved policy (the approved policy and a presentation by the employer on the PSA's inputs are *attached*).

Review: Selection and recruitment policy

The PSA requested that the policy be reviewed to allow labour to observe in shortlisting and interviews as best practice from positions on salary levels 1 to 12. The employer responded that it is amenable to accede to the request to allow labour to observe on interviews only but not shortlisting. The PSA indicated that it would consult its members and pronounce its position in the next DBC.

Funeral and bereavement policy

The PSA indicated that it received complaints from members that the financial benefit for employees of R15 000 has been withdrawn by the employer. The PSA further indicated that the policy only allows for five employees for flights and accommodation for attending funerals. The PSA requested that the number of employees be increased to ten to allow for more employees to support the bereaved family. The employer responded by referring to clause 3.2 of the policy and indicated that the R15 000 benefit has not been withdrawn, however, the money does not go to individuals but to the undertaker or service provider. The employer further indicated that it is unable to increase the number of employees to ten owing to financial constraints but the policy does make provision for deviation in appropriate circumstances, which must be approved by the Deputy Director-General: Corporate Services. Parties agreed to engage further in a task team.

Status of building: 87 Hamilton Street

The PSA raised concerns about the safety of the building regarding loose cables, windows not opening, some bathrooms not functioning properly, *etc*. The employer noted the PSA's concerns but pleaded that the concerns be referred to the Occupational Health and Safety (OHS) Committee to address these

concerns where labour is represented. Parties agreed that the PSA would make written submissions to the OHS committee within seven days.

Circular 222/08

The PSA raised concerns from members regarding the introduction of physical scanning devices that are not used for the intended purpose but rather for other nefarious reasons by certain managers. The employer acknowledged gaps and deficiencies regarding this matter and indicated that as representative of the employer, it advised the former Director-General on how to handle this matter but the advice was ignored. The PSA indicated that it would escalate the matter to the new Director-General and provide feedback in the next DBC.

Remote-working arrangement

The PSA indicated that it received complaints from members that the working-from-home arrangement is not implemented fairly and consistently for all sections. The PSA demanded the arrangement be implemented fairly or be rescinded. The employer indicated that approval for working-from-home is done on a case-by-case basis in line with the circular and that it is not aware of any complaints. Parties agreed that the PSA and the employer would have a bilateral discussion and that the working arrangement policy needed to be reviewed to incorporate the remote-working arrangement.

GENERAL MANAGER