

FOR PSA MEMBERS: **DEPARTMENT OF EMPLOYMENT AND LABOUR (DEL)**

12-04-2023

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 11 April 2023

### **Work-study investigation for ratio of core versus support**

It was previously reported that the PSA raised a concern that support employees were overloaded with work and requested the employer to increase capacity. It was observed that several core-function posts were advertised and filled. The employer embarked on a work-study exercise to determine how many support-function posts will be required across the Department to match core-function posts. The employer is consulting with provinces and various branch units and will provide a comprehensive report at the next DBC meeting.

### **Vacancy report**

The employer reported that 720 posts were identified since the beginning of the last financial year. A total of 187 posts were shortlisted, 107 were interviewed, and 13 grievances were lodged. The vacancy rate is at 10.1% for the current reporting period. A backlog committee is convened every quarter to assess progress regarding the filling of posts.

### **Standardisation: Security posts**

The PSA previously raised concern about salary disparities for Security officials. A task team was formed to facilitate the process. Security management was requested to make inputs on draft job profiles and feedback will be provided at the next task team meeting.

### **Unbundling: Compensation Fund and Unemployment Insurance Fund**

The employer previously tabled the agenda item for consultation. The PSA raised concern about the implications of the process on conditions of service of employees. The employer suspended the process to engage its principals and provide feedback at the next meeting.

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