

## Feedback: Department Bargaining Chamber meeting – 12 September 2023

### Standardisation of security officers

The employer reported a draft job profile was developed and circulated to labour for input. The inputs from labour were incorporated into the final draft job profile. The final draft job profile was signed by the Director of Security Services. Parties will receive a progress report regarding the implementation process. The PSA noted the report and will monitor the implementation process.

### Inspection and Enforcement (IES) issues

The following areas of concern were raised by labour for engagement:

- Consultation on IES Restructuring (Task Team)
- Restructuring at IES without consultation (Contract Position)
- Consultation on IES-Employment Standard Directive 1/2021

The employer reported that it had concluded the consultation process with labour regarding the above-mentioned issues and wished to close the matter. The employer further withdrew its participation from the facilitation process that was scheduled to take place on 12 September 2023. The PSA expressed displeasure about the position of the employer and reserved its rights on the matter. The PSA will consult with members so that an unfair labour practice dispute can be pursued to challenge the decision of the employer.

### Request for JE: IES Inspectors

The employer reported that it consulted with the DPSA with regards to the JE for IES Inspectors as per the request from labour. The DPSA indicated that it is currently developing a system that will be used to conduct a job evaluation process across departments and parties will be informed of developments. The employer further indicated that letters will be sent to all provincial offices to inform them about the response received from the DPSA on 26 September 2023. The PSA noted the report.

### Study to determine the ratio of required officials for Support Services

The employer reported that a study on the departmental structure was conducted. It wanted to establish whether there would be a balance in filling of core functions positions versus support functions. It was reported that the exercise will make recommendations to the executive authority to determine appropriate

measures to realign the organisational structure. The study will be used as a business case to justify a need for any additional posts. The employer further reported that it is benchmarking with the Departments of Water and Sanitation and Home Affairs as the functional departments. The exercise is anticipated to be completed by October 2023, however, because the Department is still waiting for the job evaluation system from the DPSA, the project plan will be extended in that regard. The PSA noted the report and will continue to monitor the implementation process.

### **Non-payment: 2019/20-performance incentives**

It was previously reported that the PSA tabled the matter following complaints received from the Mpumalanga region about the non-payment of the 2019/20-performance incentives. The employer reported that it intervened, and all deserving employees were paid accordingly. The PSA requested a report about the employees who were paid. The employer committed to submit the report in the next DBC meeting.

### **Rolling out of UIF structure to provinces and Labour Centers**

The employer reported all provinces were visited for the implementation of the change management and placement process. The Northern Cape will be visited by the first week of October 2023. The employer emphasized that there will be no posts advertised until the placement process is finalised.

### **Job Profile and Job Description: State Accountants at UIF**

The employer reported that it identified a grey area on the Job Profiles of State Accountant at the UIF and is in the process of fixing it. A written report will be shared with labour in the next meeting.

### **Performance Agreement: Gauteng Inspectors**

The PSA raised a concern regarding the performance agreement of Labour Inspectors in Gauteng. The employer wanted to implement measures that are contrary to the signed performance agreements for Labour Inspectors. Affected employees signed the performance agreement, dated 31 March 2023, which required them to conduct 15 inspections monthly. Later the employer changed the target to 15 inspections in the first two weeks of the month. According to the Standard Operating Procedures (SOP), the Inspectors are expected to submit weekly plans, however, the employer wanted to change them to annual plans. The employer indicated that it has escalated the concerns raised by the PSA to the Director of IES in Gauteng. The employer reported that the IES Director had a meeting with affected employees and the report will be shared with labour in due course. The PSA raised a concern that in the previous meeting, it was resolved that the meeting between IES management, affected members, and representatives from the DBC be arranged to discuss the issue. The employer committed to arrange a bi-lateral meeting soonest.

### **Departmental vehicles**

The PSA tabled the matter following complaints from members that most departmental vehicles are not roadworthy and are not maintained. The Department lost one of its employees a month ago through a car accident. It is alleged that the vehicle that was used by the deceased was not roadworthy. In terms of the departmental policy on the fleet, sedan cars with a mileage of 160 000 km or vehicles that are more than four years old, such vehicles need to be disposed. This is not the case in the Department. The employer responded that the matter would be escalated to the office of the Director of Fleet Management and feedback will be communicated in the next meeting. The PSA acknowledged the report.

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