

Feedback: Department Bargaining Chamber (DBC) – 10 November 2023

Vote weights

The vote weights were pronounced in terms of the provision of clause 8.9 and 10 of the Constitution of the Council. The PSA remains the majority Union, with the following figures announced by the secretariat for noting by parties:

Union	Membership	Percentage
PSA	5 397	65.10%
Nehawu	2 786	33.61%
Popcru	107	1.29%

The PSA will continue to serve members by protecting their rights and promoting their interests.

Standardisation: Security Officers

The employer reported that the job profiles have been standardised and aligned with the DPSA benchmarking, and subsequently approved by the Director-General. The PSA welcomed the report and will monitor the implementation.

Request for JE: IES Inspectors

The employer reported that it consulted with the DPSA with regards to the job evaluation (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 JE processes across departments and parties will be informed of developments. The employer further indicated that the JE outcome that was conducted in 2017 was circulated to labour for noting. The PSA noted the report.

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 2019/20-performance incentives. The employer reported that the motivation for the outstanding officials was submitted and approved. It further reported that the approved submission was sent to the Mpumalanga region to effect payments. It reported that there are 42 cases in Gauteng for 2021/22-pay progression and all of them were paid. North West region had ten cases for 2021/22-pay progression, three of which were paid, and seven others are still to be paid.

The PSA questioned when all outstanding cases would be resolved. The employer responded that it anticipated finalising all payments by the end of November 2023

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 placement panel took place in October 2023 and meetings will continue to give progress reports.

Job profile and job description: State Accountants at UIF

The employer reported that it has conducted a high-level analysis on the JE for State Accountants and affected employees were issued with outcome letters. It reported that any employee who is not happy with outcomes is advised to apply for a review in line with departmental policy. It further indicated that it identified a grey area when it comes to the issue of declaration, which is viewed as an added function in their job description. The employer reported that a meeting with the Chief Director of Operations and labour will be convened to address the matter. The PSA will monitor developments.

Performance Agreement: Gauteng Inspectors

The employer reported that the matter of performance agreements was tabled for discussions by the PSA at the DBC, where parties agreed that the matter may be consulted upon at the Gauteng Consultative Structure. The Consultative Forum (GP Management, PSA, and Nehawu) was allowed to discuss an issue concerning Inspector performance agreements and centralised planning. A meeting took place on 13 October 2023 where the Provincial Chief Inspector presented on centralised planning and explained the rationale for implementation. Before the Consultative Meeting of 13 October 2023, IES invited Inspectors to the meetings where the latter expressed concerns regarding the implementation of centralised planning, and the following were raised:

- Inspectors were of the understanding that they are required to conduct more than 15 inspections per month, which contradicts the performance agreements that stipulate that each Inspector should conduct 15 inspections per month.
- Issues concerning annual leave within the first two weeks of the month: Inspectors were of the understanding that no leave could be taken in the first week of the month.
- Inspectors were of the understanding that no inspections may be conducted in the third and last week of the month.

The rationale of centralised planning is premised on how work is done to ensure that an Inspector can achieve the target monthly. Management acknowledged that the omission to communicate and conceded that the omission was an oversight on its part. It was also agreed that other matters such as leave will be dealt with as and when arising to ensure that the needs of Inspectors and the achievement of targets are not negatively affected by the centralised planning processes. The employer further indicated that bilateral engagements with labour will continue to provide feedback on the matter. The PSA noted the report.

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 an employee a month ago in a car accident and it is alleged that the vehicle that was used by the deceased was not roadworthy. In terms of the

departmental policy on fleet, sedan cars with a mileage of 160 000 km or if the vehicle is more than four years old, such vehicles need to be disposed. That is not the case in the Department. The employer responded that the information relating to departmental vehicles not being roadworthy is incorrect, as all the vehicles' maintenance services are being monitored across the department. It reported that it has investigated, realising that there is a high number of departmental car accidents and the cause of these accidents, in most cases, is negligence by employees. More than 200 employees were given advanced training and 90% of the employees passed the course. It further reported that it has realised that most of the employees accept vehicles for official travel without conducting pre-inspection with transport officers. The employer reported that more than 90% of the vehicles are roadworthy and in the last two years 236 vehicles were procured. The PSA noted the report.

Departmental S&T claims

The PSA tabled the matter following complaints from members that there is an inconsistent implementation of S&T claims in the Department, in that KwaZulu-Natal region is paid R100 instead of R180. The employer responded that after the matter was raised in the previous meeting, it was taken up with the Chief Director of Provincial Operation in KZN. It reported that the department further issued a circular to all employees to address the issue. The PSA welcomed 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), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER