



Feedback: Departmental Bargaining Chamber Meeting- 25 August 2023

Determination of Vote Weights –2023/2024

The Administrator of the Chamber, as per the provision of the Constitution clause 16.1 of Resolution 1/2012, Governance Rules for the Chambers tabled the determination of vote weights for Trade Unions as follows:

Trade Union	Membership	Vote weights
PSA	1876	58.35%
NEHAWU	1313	40.48%
POPCRU	26	0.81%

DFFE Structure (matching and placing)

The employer indicated that the report was not ready to be presented and requested that the matter be deferred to the meeting scheduled for 4 September 2023.

Transfer of Officials in MP, KZN, and Limpopo

A bilateral meeting was held, and parties agreed to visit Mpumalanga, KZN, Limpopo, and the Eastern Cape plants on the dates agreed upon. The final schedule will be shared with labour in due course.

Shortage of Water and Dilapidated Stand-By Houses at Injaka Dam and other Workplaces

The employer reported that the matter was still under investigation and a comprehensive report will be shared by 29 September 2023. The parties agreed to visit Injaka Dam on 30 September 2023.

Safety Issues in the Port Elizabeth Regional and Compliance Offices

The employer reported that the matter was still under investigation and committed to submit a comprehensive report by 29 September 2023.

Establishment of Border Management Agency (BMA)

The report regarding the establishment of the Border Management Authority was shared with labour for noting.

Usage of Trucks and Bakkies as the mode of Transport for Forestry Section Employees

The employer reported that an investigation into the usage of trucks and bakkies as modes of transport for employees is underway. The procurement process of the new fleet continues, and a report will be presented at the next DBC meeting.

Progress Report on Placement of Employees at Mpumalanga Plantations

The PSA requested that the employer confirm the extension of placement letters. The employer intended to place the affected employees at various schools in Mpumalanga province. The responsible Chief Director is expected to conduct a verification process before the placement process is completed. The parties agreed to discuss the matter further at the next DBC meeting.

Implementation of Recognition of Improved Qualification (Resolution 5/2014)

The employer requested to present the draft policy on Improved Qualification at the next DBC meeting for input. The PSA raised a concern about the delay in implementing the collective agreement as it was adopted in the past 10 years. The employer indicated that DPSA delayed in providing inputs to the draft policy. The employer committed to fast-tracking the process and shared relevant documents with labour before the next DBC meeting.

Draft Departmental Policies: Review of Sexual Harassment Policy

The employer presented the draft report with amendments. Members are requested to submit inputs to the attached draft policy to KMoela@dffe.gov.za and Zamani.Dladla@psa.co.za by 15 September 2023.

Recruitment and Selection and Appointment Policy

The employer presented the draft recruitment and selection and appointment policy with amendments. The employer included the guidelines and procedures for filling posts and the role of trade unions during the recruitment process. Members are requested to submit inputs to the attached draft policy to KMoela@dffe.gov.za and Zamani.Dladla@psa.co.za by 15 September 2023.

Disability Policy

The employer presented a draft policy with consolidated inputs from parties. Members are requested to peruse the attached draft policy and submit inputs to KMoela@dffe.gov.za and Zamani.Dladla@psa.co.za by 15 September 2023.

The 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

GENERAL MANAGER