

Feedback: Departmental Bargaining Chamber (DBC) meeting

Occupational health and safety compliance

The PSA is responsible for monitoring the employer's compliance with occupational health and safety (OHS) standards. During every meeting of the DBC, the employer is expected to report on its compliance with these standards. The PSA has received several reports and complaints regarding the poor state of some Home Affairs offices, including the Head Office in Hallmark. These offices expose members to hazardous environments that place their health and safety at risk, and despite concerns being raised, the employer has been slow to address these matters. As a result, a Task Team has been established, consisting of representatives from the employer and labour, to monitor OHS compliance in the Department and take necessary steps to address areas of non-compliance. Members are encouraged to report any instances of OHS non-compliance to the PSA through PSA shop stewards.

Discipline management in Department

The PSA engaged the employer on several issues regarding how discipline is managed in the Department. Concerns received from members regarding the treatment experienced by investigators in the Counter Corruption Unit were part of discussion points and proposals were made for awareness workshops, which will assist the Counter Corruption officials to do their work without infringing on other employees' rights. The employer was further requested to address the issue of prolonged suspensions and lack of compliance with arbitration awards. Some employees are placed on precautionary suspension for months without disciplinary action and others remain at home, despite having won their cases against the Department instead of being reinstated back to work. A commitment was made by the employer to look into such cases and address these. The PSA expressed disappointment with the employer's continued use of lawyers in internal disciplinary hearings, which is in contravention of PSCBC Resolution 1/2003. The employer noted the concerns and indicated that it would engage in due course.

Review: DHA structure

The employer reported on the conversion of Secretaries. It stated that all 71 Secretaries at Civic Services have been converted, except for one official who has applied for ill-health retirement. The employer also reported that a service provider has been appointed by the Department to assist with the structure review. There will be a meet and greet session between labour and the service provider, and a task team will be established to discuss all matters related to the structure review.

Revised vote weights

The PSA is no longer in a working-together arrangement with Nupsaw and, as a result, the GPSSBC had to revise the vote weights of all labour members. The PSA remains the outright majority union at the Home Affairs Bargaining Chamber, representing 70.43% of the votes. The vote weights were confirmed as follows:

Union	Membership	Vote weight
PSA	6 380	70,43%
Unipsa	7	
Hospersa	23	
Npswu	23	
Total	6 433	
Nehawu	2 026	2,59%
Nupsaw	438	
Total	237	
Popcru	196	2,59%
Pawusa	41	
Total	237	
GRAND TOTAL	9 134	100%

The PSA appreciates the loyalty and support of members and remains committed to protecting their rights and promoting their interests.

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.

Reuben Maleka
GENERAL MANAGER