

## Feedback: Departmental Bargaining Chamber (DBC) meeting – 23 May 2023

### Skills-audit exercise

The employer reported that it has identified a need to conduct a skills-audit exercise to align the knowledge and skills of employees to the strategy of the Department. A service provider, *SPT*, was appointed to facilitate the process. The first phase will concentrate on SMS members. The PSA noted the report and requested a meeting with the service provider. Parties agreed to convene a special DBC meeting on 1 June 2023 for further deliberation.

### OHS compliance

The Department conducted an audit assessment in 71 offices from seven provinces. In this regard, 21 offices were compliant, 28 not compliant, and 22 were found to be satisfactory. A National OHS Committee meeting will be convened to develop an assessment programme for 2023.

### Discipline management

There were 36 misconduct cases reported, three finalised, and 33 pending. There are 33 precautionary suspension cases. The PSA noted the report and raised a concern about the duration and number of suspension cases. Parties agreed to convene a bi-lateral meeting to derive means to reduce misconduct cases.

### DHA qualification

The employer reported that the DHA national certificate qualification was included in the advertised requirements of entry-level posts. The Department continued to offer skills-development programmes to enhance capacity of employees. The PSA noted the report and requested that the DHA qualification must also be considered as an added advantage for promotional posts. The employer is to provide a comprehensive report in the special DBC meeting scheduled for 25 May 2023. Members who completed various skills-development programmes and did not receive their qualification certificates are requested to submit their particulars to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) so that the employer can be informed.

### Water disruption circular

The employer reported that inputs regarding the management of water disruptions incidents were received and submitted to the DG for consideration. The PSA urged the employer to consider allowing

employees to work at least two to three hours during water disruptions before they could be released. The employer committed that the signed circular will be issued before the end of May 2023.

### **Vacancy report**

The employer reported that 1 075 posts were filled in the previous financial year and 557 posts were filled in the current report period. There are 65 posts still outstanding. The Department requested more funds from Treasury to increase capacity into core functions of the Department.

### **Provincial Consultative Forum (PCF)**

The employer submitted a draft project plan to resuscitate the PCFs. The task team will focus on the terms of reference. The program will start from 27 July to 11 August 2023.

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