

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 17 May 2023

### Review of organisational structure

The employer reported that the service provider, *Lekoko Consulting*, completed the analysis of the proposed new organisational structure. The proposed organisational structure was submitted to the Minister for consideration. Consultation with various branches was completed. A draft macro and micro structure were presented to EXCO for concurrence. The proposed structure costs R1.3 billion. The Department is wary of the budget implications. The proposed structure will be submitted to the DPSA and Treasury after internal consultations are completed. The PSA noted the report and requested that the proposed structure must be consulted with labour before approval and implementation.

### Elementary staff training program

The employer reported that the training program for elementary staff members will start on 1 June 2023. Cleaners, security officers and employees at lower levels were nominated to attend the training programs to improve their capacity for career pathing. A service provider was appointed to facilitate the program. A total of 19 staff members participated in the skills audit. Those without a matric qualification and those without a post-matric qualification will equally be subjected to compulsory career development and experiential training programs.

### OHS compliance

The employer reported that the OHS committee was established at *Indlela* building. OHS representatives were appointed in writing and training will be conducted in the next quarter.

### Relocation process of DHET and new accommodation

The task team consulted all branches. The inputs received will be consolidated at the next task team meeting to be held on 24 May 2023.

### Absorption of contract workers at *Indlela* building

Parties agreed to defer the agenda item to the task team for further deliberation.

### Draft collective agreement on working arrangements for security officers

The task team consulted all security officers about the envisaged new working arrangements. Inputs were consolidated for consideration. The PSA felt that the process was insufficient and requested further consultation regarding the proposed shift work and amended rosters.

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