

FOR PSA MEMBERS: **DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET)**

25-01-2023

Feedback: Departmental Bargaining Chamber (DBC) – 24 January 2023

OHS compliance and COVID-19 regulations

The employer reported that a national OHS committee was established, which includes TVET and CET representatives, and committee members were formally appointed. The PSA raised concern regarding the building condition of Indlela offices and toilets. Parties agreed to convene a bilateral meeting to streamline the establishment of the Indlela OHS committee and address the concerns raised.

Relocation: DHET national office

A task team meeting was held on 18 January 2023. The PSA raised several concerns regarding the inconvenience envisaged by the relocation process to CSIR. The PSA demanded that the inconvenience allowance be reviewed from R1 249 to R1 500 per month owing to increased inflation rates. The PSA further demanded that the inconvenience allowance be paid for the entire duration of the stay at CSIR as temporary accommodation. The employer indicated that the demands will be submitted to its principals for consideration and feedback to be provided at the next task team meeting.

Absorption: Contract workers at Indlela and Head Office

The PSA raised concern regarding the delay of starting the process of absorbing contract workers. Parties agreed to convene a bilateral meeting to fast-track the process. The Organisational Development unit will be invited to provide clarity on the availability of vacant posts on the structure.

Elementary staff training

The employer reported that it is still waiting for approval to roll out the training program for employees at the lower salary level. The PSA raised concern about the delay and urged the employer to fast-track the process. The employer committed to provide feedback at the next DBC meeting.

Working-time: Security Officials arrangement

The employer reported that the matter was deliberated at the task team meeting and parties agreed to put the process on hold until the dispute lodged is finalised. The PSA noted the report and requested that the scope of the task team be extended to include issues related to the standardisation of salary scales of Security Officials. Parties agreed to refer the issues raised to the Task Team and report back at the next DBC meeting.

Relocation: National Skills Fund (NSF) offices

The employer reported that staff at the NSF will be moved to a new building. The NSF serves as a schedule 3A entity and is expected to operate independently from the DHET. The matter was deferred to the relocation task team for further deliberation.

Draft harassment policy

The employer reported that inputs raised by the PSA were referred to the task team for further deliberation. The DPSA indicated that it is developing guidelines in terms of the new code of good practices of harassment and the document will be shared with parties for discussion and implementation.

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.

GENERAL MANAGER