

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 28 March 2023

### Expedited recruitment process and digital Z83

The employer submitted a progress report on the usage of the digital portal for the recruitment and selection process. The portal system received 78 085 applications for the 244 advertised posts. The system is reported to be user friendly and reliable. A service provider was appointed to assist with the validation and screening of application forms before shortlisting and interviews processes are conducted. The PSA will continue to monitor the piloting of the system.

### OHS compliance

It was previously resolved that an OHS committee must be established at *Indlela* building. Parties agreed to convene a bi-lateral meeting with senior management. The meeting could not take place and parties agreed to reschedule the meeting on 5 April 2023 to establish the OHS committee. Employees experienced water disruptions since 24 March 2023 and struggled to carry out their responsibilities under such difficult working conditions. The PSA urged management to intervene immediately and implement contingency measures to remedy the situation.

### CSIR relocation process

It was previously reported that a relocation task team was established to facilitate the process. The task team consulted employees at University, Skills and CFO branches about the details of the relocation process. The other branches will be consulted in the coming week. An official relocation date will be communicated as soon as the task team completes the consultation process.

### Absorption: Contract employees at *Indlela* and Head Office

The employer reported that there are 151 employees on contract employment. A submission to extend the contracts was routed to the CFO to conduct costing before approval can be considered. The Department is committed to absorb the contract employees permanently. Parties agreed to convene a bi-lateral meeting on 5 April 2023 to establish a process to fast track the permanent appointment of affected employees.

### Elementary staff members training

It was previously reported that the Department embarked on a process to train employees at lower salary levels to improve their capacity. The employer reported that it is awaiting approval of the training plan.

The training plan is expected to be implemented in the next financial year. The training plan will be presented to the Chamber before implementation.

### **Security Officials: Draft collective agreement on working-time arrangements**

A task team meeting was held to discuss details of proposed working-time arrangements. Affected Security Officials formed part of the task team. A detailed task team report will be presented at the next Chamber meeting for concurrence and approval. Inputs from affected Security Officials will be incorporated in the draft collective agreement.

### **National Skills Fund (NSF) component relocation process**

The employer reported that the NSF component will be relocated to the CSIR. The relocation plan will be shared at the next task team meeting.

### **Organisational structure review**

It was previously reported that the employer decided to embark on a review process of the organisational structure to enhance the mandate of the Department. A steering committee, which is inclusive of labour, was formed. A service provider, *Lekoko Consulting*, was appointed to facilitate the review of the structure. The different branches were consulted for inputs. The service provider completed its task and submitted a close-up report. The report will be tabled at the Chamber for deliberation and endorsement.

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