

## Feedback: Departmental Bargaining Chamber- 18 October 2023

### OHS report

The employer reported that there was improved progress of 84% in OHS compliance. There is a need to build a culture of adherence by employees to fire drill exercises. Two incidences were recorded. One of the employees fell on the stairs and another employee got burnt by boiling water while making tea. Both employees were taken to the hospital for health care. They are in the process of filling *Injury on duty* claims. The employer further reported an incident of contaminated water supplied at the workplace. The employer implemented contingency plans to provide employees with purified water. The employer will procure bottled purified water tanks.

### Staffing levels and HR costs and other expenses

The employer outlined the existing middle management post as follows:

- 62-Level 9
- 36-level 10
- 66-level 11
- 42-level 12

The total number of middle management posts is 206. All HR middle management posts are on salary level 9 and 11. Salary level 10 and 12 will cease to exist as soon as the incumbents exit the public service. The budget for the filling of posts was cut owing to austerity measures implemented by Treasury. The employer would provide labour with the actual reduced budget cut at the next DBC meeting scheduled on the 31 October 2023.

### Closure of Structural Building and Update on Parking

The employer reported that they are in the process of finalising a lease agreement with the new landlord. Over 200 parking bays will be constructed as soon as the Department of Public Works and Infrastructure (DPWI) and the landlord to finalise the contract process. The employer will provide a progress report at the next DBC meeting scheduled for the 31 October 2023. Members will be kept informed on developments.

### Departmental Skills Audit

The employer reported that they have procured a service provider to assist the department in facilitating the skills audit process. The PSA will submit inputs before the next DBC meeting scheduled for 31 October 2023. Members will be informed of developments.

### **Transfers within the Department**

The PSA raised a concern about the transfer process implemented in the department. The PSA committed to escalate the matter to the office of the Director-General. A meeting was scheduled with the DG but could not materialise due to the unavailability of parties. The meeting will be confirmed by 20 October 2023.

### **Organisational Structure**

The employer reported that they have appointed a service provider to assist with the organisational redesign of the structure. The service provider has started with the task and the employer will provide a progress report at the next DBC meeting scheduled for 31 October 2023. The service provider will present a report at that meeting.

### **Departmental policies**

The parties agreed to convene a policy task team meeting to finalise the following draft policies:

- Payment policy
- Petty Cash policy
- Supply Chain management policy
- Preferential Procurement policy.

The above-mentioned draft policies were deliberated and finalised. They will be sent to the next DBC meeting on 31 October 2023 for adoption.

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.

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