

## Feedback: Departmental Bargaining Chamber - 18 May 2023

### Full-scale review: DMRE start-up organisational structure

The employer reported that the Terms of Reference (TOR) were formulated, consulted, and finalised. It reported that it is currently consulting with branches. The PSA raised concern about the employer's engagement with employees on the structure without informing labour, as agreed in the TOR. The employer responded that its engagement with employees was part of the consultation process and as soon as it concludes its engagement with employees, the departmental restructuring task team meeting will be arranged and inputs from labour and branches will be consolidated.

### Relocation to Head Office

The employer reported that the relocation of head office from between Matimba and Trevenna buildings was 98% complete. It reported that the reason the Financial Administration Directorate relocation was not done was owing to the transversal system. It committed that the relocation would be completed by the end of June 2023. It reported that a submission was made to the Department of Public Works and Infrastructure, to acquire more offices for head office for five years. The DPWI returned the submission, citing that it conducted the feasibility study, which required the Department to review the submission. The employer has since reviewed the submission and it is now enroute to the Director-General's office for approval. The PSA noted the report.

### Relocation to regional office

The employer reported that the Gauteng regional office relocation was concluded by December 2022. The report from the Free State regional office was that the landlord was struggling to get approval from the Municipal offices. For the Cape Town office, the contract with landlord was signed and there was approval from the DPWI. It reported that the Limpopo regional office submission was in the procurement process and the KZN regional office has signed a lease agreement. The PSA noted the report.

### Uniform and protecting clothing allowance for 2022/23

The employer reported that after issuing a circular to all branch heads in November 2022, and again in February 2023 to complete forms for the procurement of PPE, branches were able to submit their request for PPE. However, only one branch has received PPE. Others are still waiting for finalisation of procurement. The PSA noted the report but registered unhappiness about the slow progress.

## Policies

The employer tabled the following policies and requested that these be deferred to the policy task team for further engagement with labour:

- Career Development Policy
- Demand, Acquisition and Contract Management Policy
- Job Description and Job Evaluation Policy

The PSA noted the tabling of the above-mentioned policies and agreed to engage further with the employer at the PTT.

## Resolution 3/2009 implementation

The PSA tabled this matter following complaints from members that the Department had failed to implement Resolution 3/2009 in that employees who have completed 15 years of continuous, uninterrupted service (and 12 years – accelerated upgrade) have not been upgraded as per the Resolution. The employer acknowledged its error for failing to implement the Resolution. It reported that it was currently conducting an audit on the issue and information on how many beneficiaries were disadvantaged would be provided by 8 June 2023. The PSA noted the report and will ensure that all members who qualify for these upgrades are upgraded accordingly.

## Parking fees

The PSA tabled the matter following complaints from members that the Department charged employees different parking fees, in that employees who are stationed at Matimba building pay R34, employees at Trevenna building pay R100, and others pay R50. It emphasised the need to have a policy that regulates parking fees for all employees. The employer reported that it is busy benchmarking with other Departments on the management of parking. The recommendations were submitted to the Executive Authority and labour will be informed of developments before the end of June 2023.

## Cleaning services

The PSA tabled the matter following complaints from members that the current service provider for cleaning services recently paid its employees late, and as a result those employees embarked on a go slow, which consequently created unhygienic conditions to employees owing to toilets not being cleaned. The employer reported that this matter is receiving urgent attention and legal service was also engaged on the matter. It further reported that recommendations were submitted to the office of the Director-General and upon receipt of feedback from DG, labour would be informed.

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