



## Feedback: Departmental Bargaining Chamber (DBC) – 17 July 2023

### Vote weights

Resolution 1/2012, Governance Rules for the Chambers tabled the determination of vote weights for Trade Unions as follows:

Trade Unions	Membership	Vote Weights
PSA	132	91.03%
NEHAWU	11	7.59%
POPCRU	2	1.38%

The PSA is committed to continuing to serve members by protecting their rights and promoting their interests.

### Occupational Health and Safety (OHS)

There was no report submitted and the matter was deferred to a special DBC meeting which will be confirmed by 28 July 2023.

### Policy Task Team Feedback

Parties resolved that the 30 departmental policies adopted and implemented without consultation with labour were declared null and void. Parties will convene a policy task team in August 2023 to consult and deliberate further on those policies.

### GPSSBC Resolution 5/2014 (Agreement on Recognition of Improved Qualifications in the Public Service)

The employer reported only six employees applied for recognition of their improved qualifications and 3 applications were approved and 3 were declined. The PSA urged the employer to provide proof of payments in that regard. They agreed to share the proof of payments in due course.

### Filling of Vacant Posts

The employer reported that several interview sessions were held, and the process to appoint suitable candidates is underway. A comprehensive report will be submitted in the next meeting.

### **Organisational Structure**

It was previously reported that PSA invoked clause 17 of the GPSSBC Governance Rules after parties were deadlocked on the matter. The facilitation meeting was scheduled for 19 July 2023. Members will be informed about any developments.

### **Absorption of Contract Employees**

There was no report submitted and the matter was deferred to the next DBC.

### **Inconsistent and Biased Bursary Allocation vs Value for Money**

There was no report submitted and the matter was deferred to the next DBC meeting.

### **Defence Act employees in Administration and Security Positions amounting to Desertion of Posts**

There was no report submitted and the matter was deferred to the next DBC meeting.

### **Provincial Coordinators /Help Desk poor working conditions**

Parties agreed to conduct an inspection *in loco* at offices with poor working conditions. The parties were expected to visit those workstations in various provinces. The employer reported that there was no travel agency to facilitate travel arrangements for the team. The PSA urged the employer to prioritise the matter because conditions are getting worse by the day. The employer noted the concerns raised and committed to providing a draft program of action within the next two weeks.

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