

## Feedback: Departmental Bargaining Chamber – 15 February 2023

### Relocation plan

The employer provided a very scant and vague report that the Department of Public Works and Infrastructure (DPWI) committed to providing the DPE with a confirmation letter in two weeks. The employer further indicated that a building has already been identified and it will engage labour to form a steering committee after receiving the confirmation letter. The PSA enquired what the confirmation letter entails. The employer indicated that the confirmation letter confirms the identified building and further pleaded with labour to wait for the confirmation letter for further engagements. The PSA registered its skepticism and indicated that it does not share the same optimism with the employer because it does not believe that the confirmation letter is a solution that will solve all the concerns raised.

### Performance management process: Project plan

The employer made a presentation indicating that performance assessments were concluded for all employees, including SMS members, and they were paid their notch increments by 31 December 2022 for the 2021/22-financial year. The PSA enquired about several employees who did not receive notch increments in terms of the presentation. The employer's response on why those employees did not receive notch increments was satisfactory and the PSA noted the report/presentation.

### Establishment of sector teams

The PSA raised grave concerns that the employer informed employees on 27 January 2023 about the establishment of sector teams with effect from 1 February 2023. Employees are expected to operate within one or more sectors (energy, transport, defence, aviation, Safcol and Alexkor, properties, and PSEC). Some employees have already been issued with letters to that effect. The PSA further complained that there has been no meaningful consultation, the rationale for these sector teams is unknown, criteria for allocating employees to sector teams is unknown, and the impact on the current duties of employees. The PSA demanded that the entire process be kept in abeyance until meaningful consultation has taken place.

The employer indicated that it was hearing the concerns of employees for the first time and will escalate the concerns to its principals and provide a response in the next DBC. The PSA was amazed by the employer's response as a request to place this item on the agenda was done two weeks previously with full motivation for this item.

It became apparent to the PSA that the employer is not interested to consult on this matter as it did not even bother to acknowledge or respond to written concerns last week. The PSA referred this matter for facilitation.

### **Policies (Language, Website, and Internet)**

The employer tabled these policies for consultation because they are due for review. Parties agreed to engage in consultation in a task team to be convened by the employer.

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