

Feedback: Departmental Bargaining Chamber meeting – 1 November 2023

Organisational structure and staffing

The employer reported that the vacancy rate has been reduced to 5.4% (excluding the Ministry) and provided a breakdown of the vacancy rate according to various directorates. The PSA noted the report and asked the employer if there was still room to decrease the vacancy rate, considering the cost-containment measures. The employer indicated that it would be difficult to do so owing to cost-containment measures, but it will submit requests to the DPSA and Treasury for filling posts on future vacancies.

Harassment Policy

The employer reported that the DPSA is still in the process of coming up with guidelines for developing harassment policies by departments. The employer also mentioned that it may consider using the Code of Good Practice provided by the Department of Employment and Labour for eliminating harassment in the workplace, as suggested by the PSA, owing to the delay by the DPSA in finalising the guidelines. The PSA acknowledged the employer's submission, and both parties agreed that the employer would provide an update on the matter during the next DBC meeting.

New building

The employer reported that it had several meetings with the Department of Public Works and Infrastructure and that the move to the new building has been postponed to 1 April 2024 owing to delays from the municipality. The PSA indicated that the report or update by the employer was too generic and did not provide substantial facts for fruitful engagement. Parties agreed that the employer would submit a detailed written report and the project plan to labour after the meeting.

SCM policies (SCM policy; travel policy; losses claim and debtors' policy; and tool of trade policy)

Members may remember that during the last meeting, the PSA expressed disappointment that certain policies were approved without the endorsement of the DBC. The employer reported that it had met with representatives from labour in a task team meeting to discuss the inputs and concerns regarding these policies. Both parties agreed to further deliberate on the inputs from labour in the task team.

Recruitment and selection policy and Training and development policy

The PSA indicated that it had received additional written input from members on the two policies for further engagement before the policies could be adopted. Parties agreed that the PSA would share the written inputs with the employer after the meeting for further engagement in the task team.

OHS compliance

The employer provided a verbal report and indicated that incidents that were identified by the OHS committee were being attended to. The PSA bemoaned that the report was not shared with labour before the meeting and requested a copy of the report and time to make inputs on it. Parties agreed that the employer would share the report with labour after the meeting and that labour would make written inputs within seven days.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER