



Feedback: Departmental Bargaining Chamber - 14 July 2023

The Administrator of the Chamber, as per the provision of Constitutional *clause* 16.1 of Resolution 1/2012, Governance Rules for the Chambers tabled the determination of vote weights for trade unions as follows:

Trade Unions	Membership	Vote Weights
NEHAWU	188	57,85%
PSA	136	41,85%
POPCRU	1	0.3%

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

OHS and COVID-19 Compliance

The employer reported that affected employees received psycho-social support as and when they require. The DPSA enhanced signage in and around the building to enable and accommodate people living with disabilities. The installed ramps in the auditorium and reception door need to be enhanced with automation for the reasonable accommodation of people living with disabilities. The quotes were requested through the internal SCM processes and feedback will be shared with labour. Other occupational hazards were identified, and a checklist was included. Expired medication was found in the first aid boxes, and they were replaced.

Building inspections were conducted quarterly. It was discovered during the inspections that there were water leaks in some areas caused by heavy rains. The leaking areas were fixed. The escalators were not functioning properly, and the matter was referred to the Department of Public Works and Infrastructure for intervention. A fire drill was conducted in the building with the assistance of the City of Tshwane. Most employees could not participate because the alarm was not audible.

Nominations for OHS Committee members are in process and training will be rolled-out once the members are appointed. The PSA noted the report and raised a concern that some incidents of stolen cars in the building and non-functional cameras were not included in the report. The employer noted the omissions and committed to improve on those aspects which were not reported.

Vacant Posts Filling

The employer reported the status of filling outstanding prioritised funded posts across different directorates. The PSA noted the report and raised a concern about the appointments made at the Ministry. It was reported that lower-level employees were appointed to act in higher posts of levels 9, 11, and 13, whilst they do not meet the required qualifications and experience. Furthermore, it was indicated that employees on salary level 9/10 are not considered to act in higher posts of salary level 11/12. The PSA requested the criteria used to appoint acting into higher posts. The employer committed to submit a detailed report on 21 July 2023.

Organisational Culture

Parties agreed to convene a special DBC meeting so that the appointed service provider can present the original report. Parties proposed 7 or 8 August 2023 as possible dates, subject to the availability of the service provider. The work-study and ongoing Macro and Micro Re-Organisation of the DPSA Approved and Functional Structure for the 6th MTSF (2019 – 2024) will be presented. The matter is deferred to the next DBC meeting scheduled in October 2023.

Job Evaluation and Job Description Policy

The draft policy was tabled, and parties would submit inputs by the 28 July 2023. A bilateral meeting will be convened on 2 August 2023 for further consultation. The final draft policy will be referred to the DBC meeting scheduled on 7 August 2023 for adoption.

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

GENERAL MANAGER