

Feedback: Departmental Bargaining Chamber – 25 July 2023

Determination of vote weights

The following vote weights were presented for noting by parties:

- PSA: 2 864 = 62.63%
- Nehawu: 1 537 = 33.61%
- Popcru: 174 = 3.76%

Conditions of employment for security officials, workshops, and call-centre employees

The employer reported that the inputs from the PSA were received. It is currently incorporating these into the collective agreement. It reported that the amended document will be circulated to labour soonest. Parties agreed to have a task team meeting to discuss the draft collective agreement on 7 August 2023.

Wastewater treatment plant

The employer reported that there is progress at a wastewater care treatment plant. It reported that the submission was made to the Office of the Minister following constant engagements with labour on the matter. The submission to the Minister entails the following:

- Employment of personnel for plant operation and maintenance.
- Sourcing of service providers for critically dysfunctional plants.
- Sourcing private laboratories for water testing in the regions.
- Vaccination of current and future earmarked employees.
- Procurement of working tools.
- Training of employees as part of capacity building and upskilling.

The employer further reported the following interventions in the regions:

Cape Town

- Finalisation of a 36-month contract for the operation and maintenance of service providers, currently in the tender stage.

Pretoria

- Service provider appointed on a 24-month contract for the monitoring and testing of water.
- Appointment of 20 process controllers on a two-year contract underway.

Kimberley

- Appointment of process controllers underway.

Mthatha

- Appointment of a service provider for the operation and maintenance of plants.
- Recently appointed technician on a contract collaborating with head office on water-care facilities issues.

KwaZulu-Natal, Mpumalanga, Gauteng, Limpopo, and Free State

- These regions have skeleton staff, which will be addressed by the submission made to the Minister.
- All heads of facilities have been sensitised regarding the urgent procurement of PPE.

The PSA raised concern about this report as it does not address all the issues which amongst others includes the crocodiles which are roaming around and create a safety risk to employees. The employer noted the PSA's concern and committed to go back and consolidate information so that a comprehensive report can be provided to labour in the next meeting.

Organisational culture diagnosis and implementation of change management strategies in DPWI

The employer reported that phase 5 and 6 of the project have been concluded, including the development of action plans for various branches and regional offices. Development of action plans as part of rolling out the culture change management strategy with the capacitation of change stakeholders, *i.e.*, leaders, champions, and nominated agents, has been achieved, except for the one branch. Implementation and monitoring of the execution of activity plans will be critical for the success and sustainment of this program. The preliminary draft close-up report was submitted in December 2022, after engagements between Organisational Development: Deputy Director General and the project sponsor (the then-Deputy Minister). A final close-up report was concluded and submitted together with the last invoice. The close-out report was due for presentation to the Executive, and the then-Deputy Minister, who was the project sponsor. The PSA noted the report.

Policies

- Occupational health and safety policy
- Recruitment and selection policy
- Job evaluation policy
- Employees' health and wellness policy

The employer reported that these policies were discussed in Policy Task Team meetings and proposed amendments and inputs from labour were received for consideration. It reported that the next Policy Task Team meeting will be held on 7 August 2023.

Sexual Harassment Policy

The employer reported that it received instruction from the DPSA that it is in the process of finalising the Framework on Sexual Harassment and as soon as it is ready, the employer will inform labour. The PSA noted the report.

Members will be informed of developments.

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 a PSA Provincial Offices.

GENERAL MANAGER