

Feedback: Departmental Bargaining Chamber meeting – 1 June 2023

Workplace bullying

The Exco approved four interventions to curb bullying conduct in the workplace. The Department will use the services of the Public Service Commission and the DPSA to create awareness against bullying. A service provider will be appointed to develop guidelines and processes to improve cultural behaviour in the Department. Sporting activities will be conducted twice a year to promote the working relationship amongst employees. The PSA will monitor developments.

DSI structure review

A task team meeting was held on 4 May 2023. A change management plan, project plan, and frequently-asked-questions document were outlined. The service provider, *Rebel Group*, was appointed to develop a new service-delivery model. The service provider was for six months and extended to 12 months. The organisational structure will be aligned to the revised mandate of the Department.

Vacancy report

The employer reported that there are 105 vacant posts, and 34 funded posts were prioritised with at SMS level and 19 at non-SMS level. The Department currently has a vacancy rate of 8.1%.

Safety of building

A multilateral meeting was held on 26 May 2023. The employer reported that the assessment process was conducted and recommended that the entire building must be upgraded. The upgrading process will start at the beginning of May 2024. The Department secured temporary office space at the CSIR premises. The offices will accommodate senior management, the help-desk unit, and transversal employees. Other employees will continue to work remotely at 50% capacity until the situation is normalised.

OHS compliance

The OHS committee conducted an inspection to assess ventilation challenges, access control, and lighting. The inspection exercise will be conducted quarterly.

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 PSA Provincial Offices.

GENERAL MANAGER