

Feedback: Departmental Bargaining Chamber meeting - 24 March 2023

Change in leadership

The employer reported that the employment contract of the Director-General will end on 31 March 2023 and will be extended until 31 March 2024. The employer committed to inform labour about any future leadership changes.

Bullying and intimidation in workplace

The Public Service Commission was approached to assist with the awareness campaign in the workplace after the PSA raised concerns about incidents of bullying. The employee wellness directorate conducted a culture survey and implemented intervention measures to prevent such conduct. The PSA welcomed the interventions implemented and will continue to monitor developments.

DSI structural review

It was previously reported that the Department would review the organisational structure to improve the implementation of its mandate. A task team was established on 10 November 2022 and terms of reference were developed. The employer reported that a service provider was appointed to facilitate the process to review the organisational structure. A brief meeting was held with the service provider to outline the scope of work and the project plan. The service provider is expected to develop a service delivery model that will enhance the mandate of the Department. The task team will consult employees on the change management and the project plan.

Departmental vacancy report

The average vacancy rate was reduced from 24% to 10%. There are 111 vacant posts - 24 are funded and prioritised to be filled in the next financial year; 16 are at SMS level and 26 are at non-SMS level. The Department will freeze the filling of non-critical posts until the structural review process is completed.

OHS quarterly report

An OHS assessment and inspection was conducted at Building 53. The team concentrated on the functioning of lights, hygiene in bathrooms and blockages of emergency exits. No injury on duty incidents were reported. The service provider conducted a ventilation assessment and conditional building assessment. It was indicated that ventilation remained the main challenge in the building. The PSA noted the report and requested the employer to allow employees to work remotely during the winter

season owing to challenges related to ventilation and leaking of the roof. The employer committed to refer the matter to EXCO for approval.

Members will be informed of developments.

GENERAL MANAGER