

Feedback: Departmental Bargaining Chamber (DBC) meeting - 26 September 2023

Report back: Policy Task Team (PTT)

Parties deliberated and consulted on the ten draft policies at the PTT. Inputs received from members were considered. Parties agreed to adopt the following draft policies and removed these from the agenda:

- Retention Policy
- Debt Management Policy
- Financial Consequence Management Policy
- Preferential Procurement Policy
- Damages and Loss Policy
- Gift Policy
- Retention Policy
- IT Policy
- IT End-User Policy
- IT Service Management Policy

Changes in leadership

The employer reported that Dr Cele was appointed as Head of the NACI unit on 1 August 2023. Labour wished Dr Cele well in his appointment.

Bullying and intimidation in workplace

The Office of the Public Service Commission conducted a workshop related to bullying and intimidation. Interns were also invited to the workshop. A wellness program and coaching session will be arranged for employees affected by bullying and intimidation in the workplace.

DSI structure review

An appointed service provider held a briefing session with senior management and EXCO members regarding the review of the organisational structure. A detailed report will be shared with labour when it becomes available. Labour noted the report.

Building issues

The employer requested the item to be deferred to the next DBC owing to the unavailability of the subject matter expert.

OHS and COVID-19 protocols

The employer shared a detailed report regarding the inspection exercise conducted at the Cape Town office and Building 53 in Pretoria. The OHS non-compliant aspects were identified and classified accordingly in terms of priority. The findings included high-risk aspects such as leaking roofs and slippery floors. The PSA urged the employer to address the two high-risk aspects before the rainy season starts. Employees will work remotely and rotate until the identified problems are solved.

Return to work

The PSA raised a concern that employees struggled to perform their duties whenever there was load-shedding. The employer was urged to provide employees with devices which would assist them in performing their work without interruption. The employer indicated that the finance division was in the process of procuring power banks for employees to use during load shedding. A detailed report will be submitted at the next DBC meeting.

Departmental vacancies

The employer reported that 35 posts were identified as critical posts. The 19 funded, vacant posts will be prioritised. The vacancy rate is currently at 5.3%.

December office closure

The employer tabled the following two proposals for consideration:

- Option 1: A proposal to close the offices from 27 December 2023 to 29 December 2023 where employees will be expected to take three days' leave.
- Option 2: The employer proposed that offices close on 18 December 2023 until 29 December 2023. Employees will return on 2 January 2024. Employees will be expected to take eight days from their annual leave. Those who do not have enough leave credits will take from their accumulated leave days.

Members are requested to choose between the two options and report to Gracia.rikhotso@psa.co.za and mpho.mandlazi@dst.gov.za by **6 October 2023**, so that the employer can be informed accordingly.

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.

Reuben Maleka
GENERAL MANAGER