

Annual General Meeting and Departmental Bargaining Chamber – 20 October 2022

OHS matters

The employer reported that the term of office for the previous committee has ended, and they are in the process of appointing a new committee. The PSA noted the employer's submission and requested a report of the OHS committee for the past quarter (Jul- Sept). The employer committed to share the report within 7 days.

Policies

- Resettlement policy
- Funeral and bereavement policy
- Employment equity policy
- Overtime policy
- Other remunerative work policy
- Leave policy

The PSA received complaints that the above-listed policies were approved without consultation. The PSA demanded that the approval of these policies be rescinded. The employer indicated that the policies were guided by DPSA directives, and that consultation was not required. After some deliberations, the employer agreed to engage in a task team on the concerns of members regarding these policies. Members who are having challenges regarding these policies are requested to submit those concerns or challenges to: Danie@coqta.gov.za by **31 October 2023**.

Loss control policy

The employer introduced the *attached* draft policy for consultation. The parties agreed to engage in the task team meeting to be arranged by the employer in due course. Members are requested to submit their inputs on the draft policy to: Danie@coqta.gov.za by **31 October 2023**.

Sexual harassment policy

The employer reported that they are in the process of reviewing their Sexual Harassment Policy to align with the Code of Good Practice on the elimination of harassment in the workplace. The employer further indicated that the draft policy will be brought for consultation as soon as they are done with their internal

processes. The PSA noted the employer's submission and urged the employer to prioritise this policy and its finalisation.

PMDS (2022/2023)

The PSA enquired whether the employer had finalised the payment of pay progression of employees by 13 October 2013 as directed by DPSA. The employer responded that all qualifying employees received their pay progression on 19 October 2023.

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