

Departmental Bargaining Chamber (DBC) - 13 April 2023

Collective agreement (GPSSBC Resolution 1/2018)

Resolution 1/2018 deals with various matters of mutual interest. The agreement that was reached by parties to end a strike that was taking place in the Department in 2018, however, there are outstanding matters that have not been implemented by the Department. The PSA raised displeasure with the pace at which this matter is being handled and proposed that a task team be scheduled for engagement on outstanding matters. Parties agreed that the task team will meet on 10 May 2023.

HRM; PMDS; Bursary; OHS; Housing; Resettlement & Skills and Development Policies

The employer requested the policies to be adopted because they have been consulted upon. The PSA acknowledged that the policies have been consulted upon but bemoaned that it has not received feedback from the employer on inputs submitted on all the policies. Parties agreed to have a task team meeting on 5 May 2023 to go through all the policies and the inputs received from labour and the employer's responses to the inputs.

Review: Departmental Structure

The PSA referred this matter to facilitation after it learned that the structure was approved whilst consultation was ongoing. At facilitation, parties agreed to refer this matter back to the DBC for the employer to address the concerns raised by labour. The employer made a presentation on how it intends to address the concerns raised. The employer's presentation is *attached* for ease of reference. Parties agreed that labour will make inputs on the employer's presentation and further submissions on their concerns to the employer by 20 April 2023. Parties will thereafter meet on 26 April 2023 for further engagements/consultation.

Payment of performance bonus for Section-76 employees for 2021/22 and 2022/23 cycles

The employer paid the performance bonus in December 2022 at 50% after consultation with labour, citing financial constraints. The employer made a presentation on the financial losses that will be incurred this year and proposed to pay performance bonus for the current cycle at 25%. The PSA rejected the proposal as, according to the employer's presentation, 92% of the losses are avoidable and only 8% are unavoidable and as such, employees should not take the brunt for the mismanagement of finances. The PSA further indicated that it still needs to get a mandate from employees, but it is unwilling to accept anything less than what employees received last year, which was a big compromise by employees.

Water and Sanitation: Code of conduct

The DWS has developed its own code of conduct and the employer requested the code to be adopted as it has been consulted upon. The PSA indicated that it has not received feedback on the inputs it made regarding two clauses that prohibit supervisor and subordinate to be romantically involved at the workplace. The PSA indicated that it understands the principle for that prohibition, but it does not agree with the wording used. The employer committed to change the wording and present the document at the task team meeting scheduled for 5 May 2023.

Changes to performance assessment cycle for personnel appointed in terms of section 76 of the *National Water Act (Construction)*

Members were previously requested to make inputs or submit concerns on the employer's proposal to change the performance cycle of section-76 employees to align it to the Annual Performance Plan (APP) and the financial year. The PSA has not received any inputs nor concerns regarding this matter. Members are given a final opportunity to make submissions regarding the employer's proposal. Such inputs or concerns can be sent to Johnny Nwaila at: NwailaJ@dws.gov.za. If no inputs are received by 28 April 2023, the likelihood is that the performance cycle of 2024/25 will be changed to align it to the APP and the financial year.

Review: Sexual harassment policy

The employer indicated that it has already started the process of reviewing the sexual harassment policy to align it to the Code of Good Practice on Harassment in the Workplace. The PSA noted the employer's submission but urged it to prioritise the matter. The employer is to give an update during the consultation meeting scheduled for 5 May 2023.

GENERAL MANAGER