



FOR PSA MEMBERS: DEPARTMENT OF WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (DWYPWD)

21-11-2023

Feedback: Departmental Bargaining Chamber meeting - 20 November 2023

Determination of vote weights

The PSA remains the majority Union, with the following figures announced by the secretariat for noting by parties:

Union	Membership	Percentage
PSA	77	57.90 %
Nehawu	54	40.60 %
Popcru	2	1.50 %

The PSA continues to serve members by protecting their rights and promoting their interests.

OHS compliance and office accommodation

The employer reported that it activated a jet flushing on the first floor of the building to eliminate smells. The equipment, machinery, and furniture, as far as reasonably practicable, are safe and without health risks. The Department is in the process of replacing office furniture. The Memorandum of Understanding has been signed with the Department of Employment and Labour (DEL) for the strategic acquisition of office furniture. It reported that cleaning materials used are safe and Cleaners use personal protective equipment.

The employer reported that the Occupational Health and Safety Committee is functional and regular meetings are held. It reported that training has been provided to OHS Committee members on incident reporting, and OHS Act Training and Occupational Hazard Risk Assessment. It reported that offices have appropriate emergency exits. There is, however, a repeat or recurring challenge, where boxes are placed on passages, blocking emergency pathways. The matter is receiving attention.

The employer further reported that the DEL visited the offices and an OHS inspection was conducted on 18 October 2023. A contravention notice was issued on: General Administration Regulations; General Safety Regulations; Environmental Regulation for Workspaces; and Construction Regulation. The Department has 60 days to address the contravention notice.

The PSA questioned the employer on how many employees have since been trained. The employer reported that three employees have so far been trained in the last quarter and others will be trained before the end of the current cycle. The PSA will continue monitoring developments.

Review: Organisational Structure

The employer reported that the review of the organisational structure is at implementation stage. It reported that the Director-General has appointed the change management project agent to manage change in the organisation. It was reported that two employees are yet to be placed in the research unit. It further reported that the Acting Deputy Director-General and Chief Director responsible for the unit concerned will have a meeting with affected employees to address the matter. The PSA questioned the employer regarding the impact on the implementation of the organisational structure following the circular from National Treasury to effect cost-containment measures. The employer responded that the Department is currently engaging with National Treasury regarding the additional positions of the new organisational structure and feedback will be provided in the next meeting.

Policies

- HIV, TB, and STIs Management Policy
- Prevention and Management of Sexual Harassment Policy

The employer reported that it is still waiting for the DPSA to finalise the framework of the above-mentioned policies in terms of the National Strategic Plan and labour will be informed of developments. The PSA noted the report.

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.

Reuben Maleka
GENERAL MANAGER