

## Feedback: Departmental Bargaining Chamber - 18 August 2023

### OHS compliance

The employer reported that the Department is in the process of combining the OHS Committee and Employee Health and Wellness Committee since they share similar issues. It reported that the terms of reference are being developed and will be shared with labour soonest. The PSA indicated that it does not support the employer's plan to combine the OHS Committee and Employee and Wellness Committee. Parties agreed to defer the matter to the task team for further discussion.

### Review: Organisational Structure

The employer reported that the proposed organisational structure has been approved by the Minister and has been submitted to the Department of Public Service and Administration for concurrence. It further reported that the current organisational structure has the potential to create more jobs. The PSA acknowledged the report.

### Departmental failure to fill vacancies

The employer reported that the Department had 23 vacant posts that were supposed to be filled before the end of the 2022/23 cycle as per the recruitment plan. It reported that of the 23 vacant posts, it managed to fill only 15 positions and eight others will be filled in the 2023/24-financial year. It further reported that the Human Resource Directorate has developed a 2023/24-recruitment plan and it will be shared with labour. The PSA will monitor developments.

### Departmental Policies

- Catering and Entertainment Policy
- Cellphone and Landline Policy
- Debt Policy
- Financial Delegations Policy
- Policy on Wireless Connection (3G/4G/LTE)
- Petty Cash Policy
- Subsidised Motor Transport Policy
- Integrated Rewards and Recognition Model Policy

- Supply Chain Management Policy

The PSA tabled the above-mentioned policies following complaints from members that the employer has amended these policies without consulting labour. In the last meeting, parties committed to defer these policies to the task team for further engagements. The employer reported that the task team meeting could not take place owing to the non-availability of the policy sponsors, which are Finance and Supply Chain Management Sections. The PSA registered disappointment with the employer's failure to implement the resolution taken at the DBC and requested that the acting Director-General (DG) be invited to attend the next DBC as the Accounting Officer. The employer committed to inviting the acting DG to the next DBC as per the request from the PSA.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER