

Update: Departmental bargaining chamber (DBC) - 18 October 2023

Implementation of the Organisational Rights

The PSA indicated that the office allocated to organised labour does not have sufficient ventilation as the windows are not opening. The PSA further indicated that it has logged three calls with maintenance to assist with this matter but there was no response. The employer noted the submission by PSA and committed to raise this matter with the facilities unit as a matter of urgency.

Facilities secondment for training of employees

The employer indicated that it was unable to provide any redress to the 21 employees who were seconded to other sections because it believed that the secondment was part of training for those employees. Furthermore, the employer indicated that they are now going to formalise secondments by implementing the talent management strategy. The PSA expressed its disappointment that the employer is unable to offer any redress to the 21 employees. The PSA indicated that it would seek alternative avenues to seek recourse for the 21 employees who were exploited for many years under the guise of training. The employer committed to share the talent management strategy and presentation on how it intends to implement the strategy with organised labour by 23 October 2023.

Water shortage/ interruptions at GPAA offices

The employer reported this matter was resolved because they have installed backup water (Jojo tanks) at Travena and Head Office. The PSA disputed that this matter was resolved because most regional offices did not have backup water (Jojo Tanks). The employer indicated that it would attend to the installation of water tanks in the Regional offices by engaging with the landlords and providing feedback in the next meeting.

Participation in all committees

Members will recall that the PSA requested that organised labour be allowed to take part in the many committees that are in existence at GPAA that make decisions that affect its members. The employer indicated that management has acceded to the request partially by allowing organised labour in some committees but has refused the participation of organised labour in some committees. The employer committed to providing a written response to organised labour within 7 days.

GPAA implementation of Resolution 5/2014 (Improved Qualifications)

The employer indicated that of the 27 applications received, only 17 were approved and those employees (17) will get their money by 31 October 2023. The PSA enquired about the reasons for the 10 employees whose applications were not approved. The employer indicated that the reasons vary from one reason to another and committed to share a report outlining the reasons for non-approval within 7 days.

Organisational structure and absorption of contract workers

The employer indicated that GPAA has responded to questions raised by DPSA on 12 October 2023. The employer further indicated that the structure is currently at DPSA for approval by its (DPSA) Minister. The employer expressed confidence that the structure will be approved soon. The PSA noted the employer's submission and is delighted that the proposed structure has 280 additional posts which may cater for the absorption of contract workers.

Decentralisation

The employer indicated this process will improve service delivery and efficiency in processing claims. The employer further indicated that they have approved a business case, and this project will run for 2 years. The PSA raised its displeasure that this process is already underway without the involvement of organised labour because this process may impact the conditions of service of some employees. Parties agreed to engage further on this matter in a task team to be organised by the employer as a matter of urgency.

Job evaluation

The employer reported that they have compiled a memorandum for approval to include all those employees who were erroneously excluded from the upgrading of their positions. The PSA noted the employer's submission. The employer committed to providing feedback on this matter in the next meeting.

Implementation of the Organisational Rights

The PSA tabled this policy for review due to complaints received from members due to unlawful methods used by employers to recover money from employees. The employer noted the PSA's submission and requested a written motivation so that they could consult their principals on the PSA request. The PSA committed to submit that motivation within 7 days.

Implementation and application of POPIA in GPAA

The PSA requested the employer to develop a policy or framework that will guide employees in the sharing of third-party information in compliance with POPIA given the nature of their work. The PSA further requested the employer develop to issue circular or practice notes in the interim whilst finalising the policy. The employer noted the request by PSA and indicated that they will engage legal services on the request and provide feedback in the next meeting.

Policies (Project management policy; printing policy; uniform policy; records management and information security)

The employer tabled these policies for consultation. Parties agreed to engage in a task team to be arranged by the employer.

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.

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