

Feedback: Departmental Bargaining Chamber (DBC) – 28 July 2023

Vote weights

The following vote weights were presented for noting by parties:

- PSA: 77.2% = 738 members
- Nehawu: 22.78% = 218 members
- Popcru: 0.11% = one member

Organisational rights implementation

The employer reported that this matter was settled as it has handed over the keys of the allocated office to labour. Labour noted the employer's submission and concurred that this matter was settled.

Facilities secondment for training of employees

The employer indicated that it was unable to share a report with labour on this matter as committed in the last DBC and asked for labour's indulgence to submit the report within seven days. The PSA raised displeasure with the employer's continuous failure to meet deadlines on commitments made. Parties agreed to have a task team meeting on 16 August to engage on the strategy for the development of employees and the program for such development that is being developed by the employer.

GPAA offices water shortage/interruptions

The employer reported that about 90% of GPAA offices across the country have backup water (tanks) and that there have been very few incidents of water interruptions over the last few weeks. The PSA noted the employer's submission and requested a list of offices forming the 10% that do not have backup water (tanks). The employer committed to providing labour with a list of such offices within seven days.

Participation in all committees

The employer shared a list of committees that labour is allowed to take part in at the GPAA, either in terms of legislation, policy or practice. The PSA bemoaned that either the employer did not understand its demand, or it understood the demand but did nothing about it. The PSA reiterated its demand that labour should be allowed to take part in the many committees that are in existence at the GPAA that take

decisions that affect its members. Parties agreed that the PSA will resend the list of committees and the level of participation it requires.

GPAA implementation of Resolution 5/2014

The employer indicated that it has received 27 applications, of which 18 were approved on 26 July 2023 and nine applications were not approved for various reasons, *i.e.*, the qualification attained is the actual minimum requirement of the post. The PSA noted the report with mixed feelings because it is happy that the resolution is finally being implemented but unhappy that the GPAA is unable to give timelines on when those employees who are eligible for payment will receive their money. Parties agreed that the employer will give an update in the next meeting.

Review: Sexual Harassment Policy

The employer reported that the policy was consulted by a task team on 20 July 2023 where inputs were received from all parties involved. The PSA noted the report and concurred with the employer's submission. The PSA requested the employer to share the draft policy that has incorporated all inputs for it to consult its members on the draft policy. The employer committed to share the draft policy within seven days.

Organisational structure

Parties agreed to retable this matter after labour had a meeting with the CEO for further engagements. The employer reported that the structure has been submitted to both the Minister of Finance and the DPSA for concurrence. The PSA was irked by the employer's report because the draft structure submitted to the two Ministers had not been shared with labour. The PSA requested the employer to share the draft structure submitted to the Ministers. The employer responded that it would escalate the request and provide feedback within seven days.

Decentralisation

The PSA raised a concern that the anticipated decentralisation of core functions of the GPAA will affect the conditions of service of its members and that engagement was needed before that happens. The employer noted the PSA's concerns and indicated that the project team dealing with this matter will be asked to make a presentation in the task team scheduled for 16 August 2023.

Job evaluation

The PSA indicated that there was job evaluation done on some positions where labour was not invited, and certain positions were upgraded after the evaluation, but some employees were left out. The employer admitted that indeed certain positions were evaluated using the guidance of benchmarking from the DPSA and that it has compiled a memorandum to include all employees who were left out. The employer committed to providing an update in the next meeting.

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.

GENERAL MANAGER