

FOR PSA MEMBERS: **GOVERNMENT PRINTING WORKS (GPW)**

02-03-2023

Feedback: Departmental Bargaining Chamber (DBC) meeting

Implementation: Resolution 5/2014: Agreement on Recognition of Improved Qualifications in the Public Service

The employer reported that the compilation of the list of improved qualifications has been finalised and approved by the Department of Public Service and Administration (DPSA). Applications were received from several employees and the employer will convene a meeting, which includes labour in its composition, to determine eligible beneficiaries and approve applications. The PSA emphasized that the committee meeting should be convened without further delay as applicants have been waiting for their payments. The PSA further raised a concern regarding the inconsistency of the employer when it comes to the academic requirements in recruitment processes. It was agreed that the list of qualifications that was consulted with labour and approved by the DPSA will be consistently used when advertising posts.

OHS compliance and monitoring

The employer submitted that the Occupational Health and Safety (OHS) Manager has resigned and the post has been advertised. Measures will be put in place to ensure that there is capacity to deal with OHS issues whilst the recruitment process is underway. The PSA urged the employer to ensure that whatever measures are put in place would be reasonable and fair to all employees. It was further reported by the employer that an OHS Inspector from the Department of Employment and Labour paid a random visit to the GPW premises in Bosman and made several findings on health and safety hazards in the building. Amongst other findings, the Inspector pointed out the lack of designated eating areas, the positioning of fire extinguishers, housekeeping, and general standard of the building as concerns that the employer need to improve. The Inspector is set to return after the notice period to verify if improvements were made.

Relocation to new premises

The employer gave a progress report on the matter of relocating from the Bosman building to the new GPW building. It was indicated that a service provider has been appointed for the construction and refurbishment of offices. The PSA indicated that the employer should ensure that employees are consulted through labour when considering the movement of employees to the new offices. Furthermore, the PSA indicated that the issue of parking space for employees should be catered for before construction is completed. The employer anticipates that the building will be ready for occupation by November 2023.

Ministerial Review Committee

The PSA tabled a new agenda item to discuss concerns around the Ministerial Review Committee Report, which is being implemented against some employees. Labour was informed that the Committee's terms of reference were to investigate incidents that led to the system collapse that GPW experienced in the previous two years. However, it appears that the recent actions of the employer towards employees, which are referred to be recommendations from the Committee's report, are beyond issues that have to do with the collapse of the system. The PSA was of the view that the report would be used to close loopholes that led to the collapse and to inform the strategic direction of the organisation. The PSA is not in support of the employer's use of the report that has not been disclosed to affected and interested parties and will oppose actions that are detrimental to members that the employer justifies through this report. The report has been requested to be officially shared with labour as interested parties that have the responsibility of representing employees who could be charged from it. The employer indicated that since the item was newly tabled, it does not have the mandate to respond or engage on it but will consult with the principals on the request by the PSA. The matter remained on the agenda for further discussion in the next meeting.

Appointment of casual workers into permanent positions at Examination Directorate

The PSA previously tabled the item of the recruitment into newly created posts in the new structure at the Examination Section. It was submitted by the PSA to the employer that since the employer created a pool of casual workers who are often called upon whenever capacity is needed in Examination, the same pool should be used to fill the vacant posts. The employer reported that a service provider has been appointed to assist with the recruitment for the advertised 18 posts at Examination. The PSA emphasized the fact that unions must be part of the recruitment process as observers, irrespective of who is leading the process.

Job evaluation for Deputy Directors (Security, Internal Audit, and IT) and Quality Controller positions

The PSA previously raised concerns regarding discrepancies in salary levels of Deputy Directors at the Security, Internal Audit, and IT sections as well as positions of Quality Controller. A job evaluation has been requested on behalf of all these positions or a process that will enquire equitable pay for employees who occupy them. The employer indicated that the DPSA does not have a job evaluation system in place, and it would be difficult for the employer to conduct the evaluation. The PSA finds this to be an excuse from the employer and indicated that it will allow the employer the last opportunity to consider its position on this matter and discuss it further in the next meeting. Should the position of the employer not be different in the next Chamber meeting, the PSA will consider pursuing dispute resolution processes.

Members will be updated on developments.

GENERAL MANAGER