

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

22-06-2023

Feedback: Departmental Bargaining Chamber (DBC)

Inconsistencies in requirements during recruitment

The PSA raised concerns regarding inconsistency by the employer in advertising positions wherein minimum required qualifications are sometimes changed. The employer concluded a list of required qualifications for the purpose of recognising and awarding improved qualifications. It was concluded through consultation with labour and the Department of Public Service and Administration. The PSA demanded that the signed list of qualifications should be used when posts are advertised to set the required qualifications. The employer indicated that the PSA's concern was considered, and managers were made aware of this practice and consistency will be ensured going forward. Furthermore, the employer indicated that the positions of Deputy Director: Organisational Design and Deputy Director: Recruitment were recently filled, which will ensure consistency.

Arrangement of working hours: Security Officers

As previously reported to members, the employer and labour engaged extensively in a draft collective agreement for the arrangement of working hours for Security Officers. Security Officers were appointed in terms of the *Public Service Act* with contracts that indicate their working hours to be office hours. However, the employer requires them to work as shift workers, which must be achieved through a consultative process since it amends their terms of employment. The collective agreement was finalised, however, the PSA through the mandate of members indicated that the agreement will not be signed until the employer establishes a proper shift roster that will ensure a fair allocation of hours and consistency in the scheduling of Officers. Security management should hold a meeting with Officers and engage them on their preferred roster and whether they would like to work a shift of two-days during the day and two-days night shift, or a four-days day shift followed by four-day night shift after the off-days. The decision of the majority will be implemented. It was agreed that such engagements will be held, and feedback will be provided to the PSA.

Ministerial Review Committee

The PSA raised concerns with the employer regarding the Ministerial Review Committee (MRC) that was appointed to conduct investigations at the GPW. Employees were not made aware of the terms of reference for this Committee and the scope of the investigation. The MRC has concluded its investigation, however, one of the Committee members remained at the GPW, performing functions that are not known to employees. The lack of communication from the employer creates anxiety amongst employees as they do not know how to act or react in situations of this nature. The said member of the MRC submits invoices for his services, which must be processed by Finance employees who do not understand the terms of his

appointment. The employer indicated that the said MRC member was there to provide support to various work-stream leaders who have been tasked with implementing recommendations from the report.

Job evaluation: Quality Controllers and Deputy Directors - Security, Internal Audit, and ICT

The PSA remains concerned with salary disparities that exist in the Security, Internal Audit, and ICT units amongst Deputy Directors wherein some are on salary level 11 whilst others are on level 12. The PSA is aware of the contents of PSCBC Resolution 3/2009 concerning Deputy-Director positions. However, the Deputy Director positions in the said units are continuously being filled at either level 11 or level 12. The PSA is of the view that a job evaluation should be conducted to determine the correct level for those positions. The employer responded that it has set the salary levels in those positions according to PSCBC Resolution 3/2009 and DPSA directives. The PSA also raised a similar concern regarding the position of Quality Controller, which forms part of the core-function position. The employer indicated that a response regarding Quality Controller positions would be provided in the next DBC 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