

## Departmental Bargaining Chamber – 11 October 2023

### OHS Regulations

The employer indicated that they have not yet received a report from the OHS committee for the second quarter (Jun-Sept) and it will be shared with organised labour as soon as they receive it. The PSA noted the employer's submission and indicated that it has not yet received the terms of reference for the OHS committee as requested in the last meeting. The employer committed to share the terms of reference after the meeting. The terms of reference are *attached* for ease of reference.

### Review of the Organisational Structure

The employer reported that the structure was approved by the Minister of the DPSA on 14 August 2023. The employer still maintained its position that they were not reviewing the structure but rather aligning it to fit MISA's revised mandate. The PSA rejected the approved structure and demanded that it be rescinded, or its implementation is kept in abeyance because the employer has not addressed all the concerns of the employees. The PSA further rejected the notion that there is nothing that can be done because the structure is already approved. The PSA invoked section 17 of the Governance Rules by referring this matter to facilitation.

### PMDS (2022/2023 financial year)

The PSA inquired as to whether the employer will be able to comply with the DPSA circular that all assessments must be done and pay progression paid by 13 October 2023. The PSA further enquired about the progress of the employer in finalising the non-monetary policy. The employer responded that the submission for all assessments (employees on salary level 14 and below) is routed to the CEO for approval and that employees will receive their pay progression on 19 October 2023. The employer committed to share a draft policy with PSA on non-monetary rewards by 31 October 2023.

### Review of Sexual Harassment Policy

The employer indicated that it shared a draft policy on harassment in the workplace with the PSA just before the meeting. The employer further indicated that it has incorporated all inputs received from the PSA and thanked the PSA for their substantive inputs. The PSA acknowledged receipt of the draft policy and requested some time to go through the changes (inputs) effected by the employer. The draft harassment policy is *attached* for members to make final inputs if any. The inputs should be submitted to: [Takalani.Modau@misa.gov.za](mailto:Takalani.Modau@misa.gov.za) by **20 October 2023**. The PSA committed to reverting to the employer with the changes (inputs) reflected on the draft policy by 31 October 2023.

## HRM Policies

- Selection and recruitment policy
- Resettlement policy
- Special leave policy and
- PMDS policy

The employer reported that they are currently considering the inputs made by PSA in a task team meeting held on 12 September 2023. The employer committed to revert to the PSA after considering all the inputs made on the policies.

## ICT Policies

Members will recall that the PSA raised a concern in the previous DBC that ICT policies are approved without consultation. The employer agreed to consult on all policies that affect employees, including ICT policies. The employer further committed to share a draft framework for developing policies with PSA within 7 days.

## Subsidy Cars- RT57

Members will recall that the PSA implored the employer to participate in the scheme of the subsidy of cars for employees like all other government departments. The employer indicated that they are still considering the request by PSA, and they will provide feedback either before or in the next DBC.

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

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