

## Feedback: Departmental Bargaining Chamber (DBC) – 14 March 2023

### Occupational health and safety (OHS) regulations

The employer submitted an OHS report and indicated that a new OHS committee has been appointed. Members of the committee went on training in December 2022. The PSA enquired about the composition of the committee, expressing disappointment that labour is not represented. The employer committed to provide the PSA with a report on how the committee is constituted and a proposal on how to reconfigure the committee to include labour within seven days. The PSA requested for seven days to make inputs on the OHS report as the report was only shared in the meeting. The OHS report is *attached* for ease of reference.

### Review: Organisational structure

The employer indicated that the *status quo* remains the same as in the last meeting and it has nothing to report on the matter. The PSA was unhappy with the employer's handling of this matter because a lack of update to employees is causing anxiety and apprehension amongst employees. Parties agreed to have a task team meeting on 27 March 2023 for extensive engagement on this matter.

### Performance Management and Development System (PMDS)

The PSA raised a concerns that the PMDS does not have an appeal mechanism for dissatisfied employees as compared to other government departments. The PSA further proposed for the employer to have some reward system outside the PMDS to reward excellent performance because the performance bonus component has been removed from the PMDS. The employer agreed to explore the possibility of having a reward system and will present a proposal in the next DBC. It also committed to share the PMDS policy with the PSA with the possibility of reviewing it to include an appeal process for dissatisfied employees.

### Occupational Health and Safety (OHS) Policy

The employer reported that the task team met on 17 February 2023 where the inputs from PSA were incorporated and requested for the adoption of the policy. The PSA indicated that the employer has not shared the final draft with its inputs and as such, the PSA does not have a mandate to endorse the policy. Parties agreed that the employer will share the final draft after the meeting with the PSA and parties will engage outside the meeting on how to proceed with this matter.

### **Review: Sexual Harassment Policy**

The employer indicated that it will share a draft policy with the PSA by 17 March 2023 for inputs and for parties to consult in a task team. The PSA noted the employer's submission but urged the employer to prioritise this policy as a matter of urgency.

GENERAL MANAGER