

FOR PSA MEMBERS: **MUNICIPAL INFRASTRUCTURE SUPPORT AGENCY (MISA)**

18-08-2023

## Departmental Bargaining Chamber – 16 August 2023

### Vote weights

The following vote weights were presented for noting by parties:

- PSA: 73.56% with 64 members
- Nehawu: 25.29% with 22 members
- Popcru: 1.15% with one member

### OHS regulations

The employer provided a verbal report of the work done by the OHS committee in the last quarter. The employer reported that there was a site inspection done in the last quarter and no new hazards were identified. The PSA noted the report by the employer. The PSA enquired about the terms of reference of the OHS committee, which the employer committed to provide within seven days.

### Review of the organisational structure

The employer still maintained its position that it was not reviewing the structure but rather aligning it to fit MISA's revised mandate. The employer reported that the structure was approved by the Minister of the DPSA on 14 August 2023. The PSA was displeased that the structure was approved without the employer having engaged in the inputs made on the structure by the PSA on 30 May 2023. It transpired that the inputs submitted by the PSA on 30 May 2023 were not received by the employer owing to technological challenges. Parties agreed that the employer will share the approved structure during the meeting and parties will engage on the PSA's inputs on a date to be agreed. The approved structure is *attached* for ease of reference.

### PMDS

The employer reported that all performance agreements for the 2023/24-financial year have been concluded and captured on Persal. The employer further reported that the performance assessment for the 2022/23-financial year will commence soon, with a deadline of 31 December 2023. The PSA noted the report and inquired about progress regarding the introduction of non-monetary incentives for rewarding outstanding performance. The employer committed to providing a draft policy on the non-monetary reward in the next DBC.

## Review: Sexual Harassment policy

The employer indicated that it shared a draft policy on harassment with labour on 14 August 2023 for consultation. The PSA acknowledged receipt of the draft policy. The draft Sexual Harassment Policy is *attached* for members to make inputs. Inputs should be submitted to [Takalani.Modau@misa.gov.za](mailto:Takalani.Modau@misa.gov.za) by **30 August 2023**. Parties agreed to engage further on the draft policy on 12 September 2023.

## HRM Policies

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

Parties agreed to engage on the PSA's inputs on these policies on 12 September 2023.

## ICT Policies

Members will recall that the PSA raised concern in the previous DBC meeting that ICT policies are approved without consultation. The employer apologised for not having shared a list of all its policies and indicated which policies are for consultation or for noting, as previously agreed. The employer committed to share that list on 21 August 2023.

## Subsidy cars: RT57

The PSA implored the employer to participate in the scheme of the subsidy of cars for employees like all other government departments. The PSA indicated that in terms of that scheme, MISA will pay 70% of the total value of the car whilst employees will pay 30% and that MISA will save money on hired cars, especially on engineers who travel frequently. The employer requested time to engage its principals and provide feedback 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.

GENERAL MANAGER