

Feedback: Departmental Bargaining Chamber - 17 May 2023

OHS regulations

The employer submitted a report on the work done by the OHS committee in the last quarter. The PSA noted the report. The PSA enquired about the composition of the committee, bemoaning that labour is not represented. The employer committed to providing 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.

Review of organisational structure

The employer made a presentation and indicated that the purpose of this process is to re-align the structure with the new business case and service-delivery model. The PSA noted the presentation and requested further engagements in a task after consultation with members. Members are requested to submit input on the presentation to Takalani.Modau@misa.gov.za by **25 May 2023**.

PMDS

The employer reported that performance assessments for the 2022/23-financial year are underway and the deadline for submission by employees is 31 May 2023. It further reported that performance agreements for the 2023/24-financial year are also being finalised with a deadline of 30 June 2023 for all agreements to be captured on Persal. The PSA inquired about progress regarding the possibility of introducing non-monetary incentives for rewarding outstanding performance. The PSA encourages members to comply with the respective deadlines set by the employer in this matter. The employer committed to providing an update on the possibility of introducing non-monetary incentives in the next DBC.

OHS policy

The employer shared the final draft of the policy, which has incorporated the PSA's inputs and requested adoption of the policy. The PSA indicated that it does not have a mandate to adopt the policy as the final draft has not been shared with members. Members are afforded a final opportunity to make inputs on the policy. Inputs must be sent to Takalani.Modau@misa.gov.za by **25 May 2023**.

Review: Sexual harassment policy

The employer indicated that it would share a draft policy with the PSA by 19 May 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.

HRM Policies

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

The employer indicated that the listed policies are due for review and introduced these for consultation. Parties agreed to engage in a task team after the PSA has sought inputs from members. Members are requested to submit their inputs on the policies to Takalani.Modau@misa.gov.za by **31 May 2023**.

ICT Policies

The PSA raised a concern that information, communication and technology policies are approved by the employer without ratification by the DBC where employees are given a few hours to make inputs *i.e.*, mobile and telecommunication policy. The employer acknowledged that some policies in finance, supply chain management and information, communication and technology have been approved without being ratified by the DBC. Parties agreed that the employer will submit a list of all its policies and parties will identify which policies require consultation or noting in the DBC.

Disciplinary cases

The PSA raised a concern that there are three SMS cases that were initiated by the former CEO for personal reasons and the delay in finalising those cases has been excessive and grossly unfair. The PSA demanded that all the cases be expunged. The employer acknowledged challenges in finalising those cases and committed to providing a report within seven days on the status of the cases.

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