

Feedback: Departmental Bargaining Chamber Meeting – 13 March 2023

Parking Allocation

Members are aware that the parking allocation has been a challenge for a number of years. The employer reported that all efforts to secure additional parking at Sunny Park Mall and the National School of Governance have failed. It was further reported that there is an ongoing construction project at the Caledonian and the employer intends to find the developer and enquire about the possibility of renting out parking space from there. The PSA proposed that while the employer is looking into finding additional parking space, the current parking space should be managed effectively. Concerns that were expressed to the PSA by members that some employees have been on the waiting list to be allocated parking for years and whenever parking becomes available, it is allocated to other people were shared with the employer. The PSA indicated that the employer should conduct an audit on the parking spaces regularly to confirm if the individuals who have been allocated the space are still in the Department and making use of the space or if they still have a need for it. It was agreed that the audit will be conducted on a six month basis. The Parking Policy was also shared for parties to study it and consider if it can be reviewed to assist in addressing current challenges.

OHS Compliance

In October 2022, the PSA wrote to the Department of Employment and Labour regarding the deteriorating standard of health and safety compliance in the Department of Tourism. In response to the request the Department of Employment and Labour sent an OHS Inspector to the Department to inspect the health and safety conditions in the workplace. A number of findings were made and the Department was issued with both an Improvement and Contravention Notices. In the Improvement Notice the Department is required to improve on the lighting in the lifts, the air conditioning in the machine rooms and the drainage of water from the pit to prevent water from the lift components. The Improvement Notice also addresses issues around the obstruction of the distribution board and firefighting equipment as well as the low level of cleanliness of the building. In the Contravention Notice, the Inspector made findings against the low level of maintenance on facilities, poor occupational hygiene, inaccessibility of First Aid Boxes, Invisibility of First Aiders in the building, unlabelled hazardous chemical agents in the storeroom, defective luminaries and lamps, and the obscuring of the emergency exit doors with objects, as well as poor and limited natural ventilation. The employer indicated that they have started working on addressing all the health and safety challenges pointed out by the Inspector and it was agreed that an *inspection in loco* will be conducted with labour to confirm if the issues that have been reported, have indeed been addressed and to monitor them going forward.

HIV & AIDS, STI and TB Management Policy

The employer tabled the HIV & AIDS, STI and TB Management Policy to review its scope of application, adjust references to outdated legislative framework and committees, as well as incorporate latest trends and PAIA principles. The purpose of the policy is to manage employees infected and affected by HIV & AIDS, STI's and TB and to prevent the infection of the mentioned health conditions. To further address practices such as pre-employment HIV testing and dismissal for being HIV positive or having AIDS and respond to challenges imposed by such diseases. The policy provides for the general management of infected employees and refers to issues that have to do with incapacity leave, reasonable accommodation and the prohibition of unfair dismissal due to infection by HIV & AIDS or TB. It further outlines the role of the Director General, the designated Senior Manager and the Employee Health and Wellness Unit in ensuring the implementation of the policy and the protection of all affected employees.

Members are urged to read through the policy and provide inputs to the PSA to Joseph Mashigo at joseph.mashigo@psa.co.za on or before **30 March 2023**.

Members will be kept abreast of further development.

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