

Feedback: NSG Departmental Bargaining Forum meeting – 20 April 2023

Transformation at NSG

In the previous meeting the employer indicated that the Contact Centre needed reskilling and the process was underway. It transpired that the process was halted pending finalisation of the functional structure. The employer submitted in the DBC meeting of 20 April 2023 that the NSG was undergoing a minor reconstitution that aims to transform the NSG into a college. To this effect, labour advised that once the functional structure is finalised, NSG must undertake a skills audit upon which reskilling of employees of the NSG will be benchmarked.

Signing of performance agreements

It was agreed in the last meeting of the DBC that guidance will be sought from the DPSA as to the signing of performance agreements, however, the employer failed to do so. The employer argued that it was not certain what sort of enquiry was to be raised with the DPSA because its interpretation of the Public Service Regulations on this matter suggests that employees who were granted deviation should sign performance agreements for the performance cycles 2020/21 and 2021/22. It must be noted that PSA argues that signing performance agreements for the period in question is unnecessary as deviation was granted by the Minister of Public Service and Administration. It was then agreed between the two parties that the PSA will prepare a set of questions to be tabled before the DPSA by the employer. The PSA branch has since formulated those questions, which were forwarded to the employer through the Chamber.

Public Service Commission (PSC) Report

The PSA previously raised serious concerns about the quality of the report presented by the employer on the recommendations of the PSC report. It was agreed that the employer would go back and prepare a holistic progress report that would reflect all recommendations by the PSC. The employer heeded to the request and a comprehensive progress report was prepared and submitted to the PSA through the Chamber in March 2023. The PSA further requested to discuss these recommendations in a bilateral sitting to be convened by the employer soon. The employer accepted the request for a bilateral meeting to discuss the PSC recommendations.

Recruitment and Selection policy

This policy went through a consultative process as outlined in the terms of reference on consultative process of the NSG policies and was ready for approval. The principal, however, made inputs to the policy and referred it back to the employer delegation to affect those inputs. The PSA argued that with the principal's input, it means the policy must be subjected to a full consultative process again. The employer was not keen to do so, arguing that the policy has been through the consultative process already. The Secretariat intervened to support the PSA's view. The policy will be referred to the Policy Forum and Policy Task Team for consultation once again.

Members will be informed of developments.

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