

Feedback: Departmental Bargaining Chamber meeting – 23 February 2023

Transformation at NSG

The employer reported that it has started re-skilling employees at the Contact Centre as part of transformation at the NSG. The PSA enquired about the rationale to only re-skill those at the Contact Centre to which the employer failed to respond. The PSA was left with no choice but to demand that the employer must conduct and present the skills audit and plans for re-skilling all newly placed employees. The employer is to provide this information.

Pay progression

The PSA urged the employer to implement pay progression for employees whose Performance Agreement was not captured timeously by the employer. The employees cannot be punished for the employer's failure. The PSA alerted the employer that there was a deviation from the DPSA to that effect. The employer indicated that the process is underway to ensure compliance with the policy and those who qualified will be paid but pleaded ignorance regarding the deviation. The PSA insisted that the employer must engage the DPSA.

PSC report into allegations related to migration process

Members are aware that the PSA requested an investigation into allegations related to the migration process at the NSG, which was subsequently conducted by the Public Service Commission (PSC). However, the employer failed to present a detailed report to address the implementation of 17 PSC recommendations, and the PSA thus rejected the report. It was agreed that the employer will compile and submit a comprehensive report, detailing a plan to address each recommendation through the Secretariat.

COVID-19 regulations and OHS matters

The employer reported that it was still compliant with all COVID-19 regulations and other OHS issues and that regular meetings are conducted. The PSA raised concerns that there are still issues of poor air quality in the building and it was agreed that these will be deliberated in a bi-lateral.

Change Management SOP

The Change Management SOP was adopted although the PSA cautioned the employer about the inconsistent placement of employees in certain positions whilst disadvantaging others. The employer committed to addressing the situation to ensure fairness of the process.

Policies

The following policies were adopted after a sufficient consultation process:

- Policy on the Protection of Personal Information
- Policy on Employment of Persons Developmental Programs
- NSG Policy on Organisational Performance Information

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