

Departmental Bargaining Chamber - 30 August 2023

Vote Weights

The following vote weights were presented for noting by parties

- PSA-61,70% with 543 members
- NEHAWU- 38,18% with 336 members
- POPCRU- 0,11% with 1 member

Parties noted the vote weights and realized that the total percentage is 99.99% and requested GPSSBC to correct the figures and update the parties.

Organisational Structure Audit and Review

The employer indicated the previous Director-General left without having signed off on the report and the project plan. The employer further indicated that the new Director-General has the desire to see this matter finalised and pleaded with organised labour for patience to allow the Director-General time to attend to this matter. The PSA expressed its displeasure that this matter has been ongoing for the past 2 years without any finalisation. The PSA referred to this matter for facilitation in terms of the Governance Rules.

Working Conditions at 40 Church Square Building

The employer reported that most employees at that building are either working from home or have been temporarily relocated to 240 Madiba Street. The employer further indicated that the majority of employees left in the building are attached to the Ministry or the Director-General's office and that their offices were recently renovated. The PSA noted the employer's submission and enquired about a long-term plan or solution regarding this building. The employer indicated that exco will be deliberating on this matter and will provide feedback to organised labour within 7 days.

Review of the Sexual Harassment Policy

The employer indicated that they have shared the draft policy with organised labour and is awaiting inputs so that parties can engage in a consultation process. The PSA acknowledged receipt of the draft policy and requested time to consult with members for input. Members are requested to submit inputs on the

policy to Mr. Chris Kruger at: Chris.Kruger@treasury.gov.za by **12 September 2023**. Please find *attached* the policy for ease of reference.

In regard to PMDS for the year 2022/2023, the PSA has inquired about the employer's readiness to comply with Circular 35 of 2023 from DPSA. According to the Circular, the performance assessments and payment of pay progression should be completed by **13th October 2023**. The employer has acknowledged the circular and is currently revising the timelines to ensure compliance. The revised timelines will be communicated to the employees in due course.

Protection of Personal Information Act (POPIA) Framework – Employer

The employer tabled this policy for consultation. Parties agreed to defer this matter to a task team for consultation. Members are requested to submit inputs on the policy to Mr. Chris Kruger at: Chris.Kruger@treasury.gov.za by 12 September 2023. Please find *attached* the policy for ease of reference.

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