

## Feedback: Departmental Bargaining Chamber (DBC) – 25 April 2023

### Organisational Structure Audit and Review

The employer indicated that it has compiled and sent a report on this matter to the Director-General for signing off and approval. The employer further indicated that the report and the project plan will be shared with labour in due course. The PSA raised displeasure with the employer's submission, which does not have specific dates because this matter has been ongoing for a long time. The employer committed to engage the office of the Director-General and provide labour with an update by 3 May 2023 on when it will share the report and project plan. The PSA indicated that it would refer to this matter for facilitation in the next DBC if the report and plan have not been received.

### Working conditions: 40 Church Square Building

The employer reported that the proposal to formulate and include labour in the task team to move employees from 40 Church Square to 240 Madiba Street was overtaken by events and therefore abandoned. The employer further indicated that a new building has been identified and the process is at an advanced stage where all employees housed at 40 Church Square and 240 Madiba Street will be moved. The PSA indicated that whilst this seems like a long-term solution to this matter, it does not address the current problem of employees who are remaining behind at an unsafe building at 40 Church Square. The employer indicated that the remaining employees are attached to the Director-General and Ministry offices and that their offices were recently renovated and do not face immediate danger. The employer further committed to providing the actual number of remaining employees and an update on the relocation process to the new building.

### Review: Sexual harassment policy

The employer indicated that the policy is still with its legal services and will be brought for consultations as soon as all internal processes have been finalised. The PSA bemoaned the slow pace at which the employer is moving because the request by the PSA to have the policy reviewed was made almost a year ago. The PSA urged the employer to prioritise this policy and to ensure that a draft is circulated for consultation before the next DBC.

### Review: PMDS and probation policy

The employer indicated that the policy is still being consulted at by the task team where labour is represented. The employer also provided an update on 2021/22-performance assessments that all

employees were paid notch increments on 3 April 2023. The PSA noted the employer's submission but raised concerns that the deadline for the finalisation of assessments of 31 December each year was missed again by the employer for the second year in a row, which prejudiced employees. Parties agreed to engage further on this matter in the task team.

### **Policies**

(Recruitment and selection policy; anti-corruption and ethics management policy; supply chain management policy and records management policy)

The employer indicated that it has received inputs from the PSA on these policies and a task team meeting will be arranged for further engagement or consultation.

### **New policies**

(Transport policy and Parking policy)

The employer tabled these two policies for consultation because they are due for review. The PSA noted the policies and indicated that it will submit inputs after it has engaged members on the policies. Members are requested to submit inputs on the two policies (*attached*) to Chris Kruger at:

[Chris.Kruger@treasury.gov.za](mailto:Chris.Kruger@treasury.gov.za) by **12 May 2023**.

GENERAL MANAGER