

Feedback: Departmental Bargaining Chamber (DBC) meeting – 23 February 2023

Organisational structure and audit review

The employer indicated that it has not shared the project plan with labour as committed in the last meeting as the project plan is yet to be approved by Exco. The employer further indicated that the project plan needs to be revised and will be shared with labour by the end of this financial year. The PSA raised discontentment with how clumsy the employer is handling this matter and that labour is kept in the dark. The PSA further warned the employer that it will not compromise on consultation with its members when the employer finally consults with labour regarding the structure.

40 Church Square building working conditions

The employer indicated that employees are being moved from the building at 40 Church Square to 240 Madiba Street from January 2023. The PSA raised a concern that the employer has reneged on its commitment to include labour in the steering committee that will handle the relocation of employees from one building to the other. The employer indicated that the steering committee has not yet been constituted but will be established soon and that it does not know when the refurbishment of the building at 40 Church Square will start as it will be done by the Department of Public Works and Infrastructure.

Office of Accountant General and Office of Chief Procurement Officer: Job-evaluation process

The PSA requested this item to remain on the agenda in the last meeting to monitor any dissatisfaction from employees before the item can be removed from the agenda. The PSA has not received any complaints from members and parties agreed to remove the item from the agenda.

PMDS policy

The employer indicated that this policy is still under consultation and that the employer is currently considering the inputs received from the PSA.

Sexual Harassment policy review

The employer indicated that it is finalising the review of the policy as requested by the PSA and that it will be brought to the DBC for consultation in due course. The PSA noted the employer's submission but urged the employer to prioritise this policy.

Recruitment and Selection policy

The employer indicated that this policy is still under consultation and that the employer is currently considering the inputs received from the PSA.

New policies

The employer introduced the following new policies for consultation:

- Anti-corruption and ethics management policy
- Supply-chain management policy and records-keeping policy

The employer indicated that the change in legislation and regulations necessitated the review of these policies to align them to the same. Parties agreed to engage in consultations on these policies in a task team to be convened by the employer.

PMDS 2021/22

The PSA enquired about the status or progress in the finalisation of the PMDS and payment of notch increments for the 2021/22-financial year. The employer indicated that these are not yet finalised but asked the indulgence and approval by the DPSA to finalise these by 31 March 2023.

GENERAL MANAGER