

Feedback: Departmental Bargaining Chamber meeting - 8 February 2023

Reconfiguration of organisational structure

The employer reported that the project plan to reconfigure the organisational structure was under consideration by the Director-General and the Minister for approval. The project plan will be shared with labour for further consultation.

Leave automisation system

The employer reported that the leave automisation system was piloted at the HR and IT sections. All other sections will be included gradually. It further reported that SITA was busy with the verification process to confirm the efficiency of the system. The PSA noted the report and requested that employees on lower levels must also be trained to use the system.

Review: Overtime provision

It was previously reported that the employer implemented the overtime provision of the 30% threshold inconsistently. The employer investigated and recommended that managers must refrain from allowing employees to claim over the 30% threshold of overtime. The investigation report will be shared with labour for perusal and consideration.

Review: Harassment policy

It was reported that the DPSA is busy drafting guidelines in line with the new code of good practice. The draft guidelines will be shared with parties as soon as the process is concluded.

Draft flexible working condition guidelines

The department reported that they have developed guidelines, which will be shared with parties for consideration by the policy task team.

Members will be updated on 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