

Departmental Bargaining Chamber (DBC) - 12 October 2023

Reconfiguration of Presidency organisational structure

The employer reported that the *status quo* remains as in the last meeting. It indicated that a new COO was appointed on 1 September 2023, and he would be responsible for this matter. The employer thus requested patience from labour for the COO to familiarise himself with this matter. The PSA noted the employer's request but raised concerns that this matter has been dragging on for a while and requested the employer to ensure that there is substantial progress in the next DBC.

Leave automation system

The employer reported that the piloting of the project is going well, and it will be rolled out to risk management and internal auditing sections by the end of October. The PSA noted the submission and enquired if the technical glitches encountered, *i.e.*, uploading of documents such as medical certificates had been resolved. The employer indicated that this project is a work in progress, and it is resolving glitches as reported or identified. Parties agreed that the employer will provide an update in the next meeting.

Review: Harassment policy

The employer reported that the *status quo* has not changed from the last meeting, however, there is some progress from the DPSA in finalising guidelines for government departments. The PSA reiterated that it does not understand the rationale for waiting for the DPSA to provide guidelines as the *Code of Good Practice on the Elimination of Harassment in the Workplace*, issued by the Department of Employment and Labour provides sufficient guidance to develop such a policy. Parties agreed that the employer will provide an update on this matter in the next DBC.

Uniform spending expenditure

The employer shared a hard copy of the expenditure report on uniforms with labour during the meeting. It indicated that it needs time to go through the report and will pronounce its position in the next meeting.

Nomination of Union Buildings as World Heritage site by DSAC

The employer reported that the *status quo* on this matter remains as in the last meeting as this is a process managed by external organisations. The PSA noted the submission by the employer.

Filling of critical posts in Presidency

The employer reported that about 90% of posts that were identified as critical are filled. It further indicated that it has made a submission to the DPSA and Treasury to be allowed to fill all positions that were identified as critical and were advertised before the directive on cost containment. The PSA noted the submission by the employer.

Flexible working conditions

The employer reported that the guidelines for flexible working conditions were approved on 7 June 2023 and were implemented shortly thereafter. It further indicated that an advocacy session for employees was held on 21 July 2023. The PSA indicated that it is still receiving concerns and complaints from employees regarding this matter. Parties agreed that the PSA will make a written submission regarding the concerns of members within seven days and the employer will attend to those issues thereafter.

Request to amend position requirements

Members will recall that the PSA indicated that the requirements for the positions that were advertised with a closing date of 26 June 2023 were higher and more stringent than the normal standard in comparison to previous positions and other government departments. The PSA requested that the requirements of those positions be amended. The employer reported that parties had a bilateral meeting on 2 August 2023 but could not agree on the way forward. The PSA indicated that parties reached a deadlock on this matter and invoked section 17 of the Governance Rules by referring to this matter for facilitation.

Policies (policy on acting; code of conduct; cellphone policy and supply management turnaround strategy)

The employer indicated that it previously tabled these policies for consultation. Parties agreed to engage in a task team on these policies on a date to be agreed by parties.

Job evaluation results: Assistant Directors and Deputy Directors

As members may be aware, the PSA requested the job evaluation results of all Assistant Directors and Deputy Directors. The employer indicated that it had provided the results the morning before the meeting, as agreed. The PSA acknowledged receipt of the results and indicated that it still must study the documents received and provide its position in the next DBC. The job evaluation results are *attached* for ease of reference.

PMDS (2022/23-financial year)

The PSA inquired if the employer will be able to comply with the DPSA circular that all assessments must be done and pay progression paid by 13 October 2023. The employer indicated the submission for approval is en-route to the Director-General and that pay progression will be paid to all employees by 31 October 2023.

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.

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GENERAL MANAGER