

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 16 May 2023

### Reconfiguration of organisational structure

The employer reported that a meeting between the Director-General, COO, and Minister in the Presidency was held in February 2023 to discuss reconfiguration processes. The meeting identified the following six areas to be prioritised: Capacitate Policy and Research services, Project Management Office, Executive office, Secretariat function, Cabinet office, Chairperson of FOSAD, and Public Administration. The PSA noted the report and requested that a task team be established to consult on the entire reconfiguration process and report back at the next DBC meeting. The critical posts to increase capacity in the six areas of focus will be outlined at the task team meeting.

### Productivity SA project

It was previously reported that the Department secured the services of *Productivity SA* to assist with improvement of organisational culture and service delivery model. A task team, which is inclusive of labour, was established. Champions were appointed from various directorates and a training programme was provided to capacitate the champions. A culture survey was conducted and 250 responses were received. The project will run for six months and thereafter the champions will continue with the programme. The PSA noted the report and requested that the additional responsibility be included in the performance agreements of the champions as *ad-hoc* duties.

### Review of Harassment policy

The employer reported that it is awaiting the guidelines from the DPSA so that the harassment policy could be implemented accordingly.

### Uniform spending expenditure

The employer reported that a uniform spending expenditure will be submitted after the entire procurement process is completed. The PSA noted the report and requested that the matter be deferred to a task team meeting for further deliberation on outstanding uniform items.

### Vacancy report (critical posts)

The employer reported that 14 funded vacant posts were submitted to the DPSA for advertisement in *Circular 17 of 2023*. The nine posts would be advertised internally.

### **Flexible working condition guidelines**

The employer reported that a submission was routed to the COO for approval. The PSA urged the employer to fast track the process to remove the biased and inconsistent implementation of the remote working system.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER