

FOR PSA MEMBERS: **PUBLIC SERVICE COMMISSION (PSC)**

12-05-2023

## Feedback: Departmental Bargaining Chamber (DBC) meeting – 11 May 2023

### Office accommodation

The employer reported that the lease agreement for the National Office building will lapse on 30 June 2023. The Department will extend the lease agreement for 12 months. The employer will start a process to look for alternative accommodation. They further requested that the Department of Public Works and Infrastructure (DPWI) devolve the procurement powers to the Chairperson of the Commission. The Department will further pursue the process to secure the occupancy certificate of the current building. The provincial offices building in North West and Free State did not comply with the OHS regulations. The parties agreed to establish a task team and conduct an assessment and report back to the DBC meeting. A meeting with DPWI and the Department of Employment and Labour (DEL) will be convened by 30 May 2023, to discuss compliance issues at National and Provincial Offices. A comprehensive report will be submitted in the next DBC meeting.

### Employment of Additional Security Officials and Cleaners

The employer reported that the process to appoint two additional security officials and one cleaner was in progress. A contract cleaner was appointed in the last quarter for a period of six months.

### Appointment of Contract Workers

The PSA raised a concern that contract posts are filled without following the recruitment and selection policy. Labour was not invited to observe the recruitment process for the rapid response director post and senior legal services post. The employer committed to provide a comprehensive break down report regarding the filling of the 55 contract posts, additional to the establishment. The matter was deferred to a special DBC meeting scheduled for 30 May 2023.

### Acting Appointments Guidelines

It was previously reported that the employer failed to implement the acting appointment policy framework correctly. A Standard Operating Procedure (SOP) and guidelines will be developed to implement the framework correctly. The matter was referred to the policy task team for further consultation.

### Organisational Structure Review

The Department will endeavour to review the current organisational structure to enhance the implementation of the service delivery model. A macro structure which outlines the specific functions of

the Department was approved and will be presented at the next DBC meeting. A task team will be established to facilitate the consultation process on the organisational redesign of the structure. Members will be informed about the developments.

### **OHS Compliance**

The parties agreed to resuscitate OHS committees and facilitate the training programme for the representatives. The employer will provide constant reports to the DBC in meetings.

### **Vacancy Report**

The employer reported that the vacancy rate was reduced to 7,8% in the last quarter. A comprehensive report regarding funded vacant posts will be presented at the special DBC meeting on 30 May 2023.

Members will be kept abreast of further 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