

FOR PSA MEMBERS: **SAFETY AND SECURITY SECTOR EDUCATION AND TRAINING AUTHORITY (SASSETA)**

08-08-2023

Feedback: SASSETA Forum meeting - 3 August 2023

Approach to labour disputes

The employer requested that all labour disputes must be resolved internally prior to the matter being referred outside. This will result in matters being resolved in an amicable manner. Once the internal process is exhausted and there is no resolution, then it can be referred to an outside tribunal. The PSA agreed with the proposal but the timelines for disputes in terms of the *Labour Relations Act* will still be observed.

Collective agreements review

The employer has requested a review of collective agreements to ensure compliance with the relevant legislation and *Labour Relations Act*. This will be discussed and presented shortly with the PSA.

Job grading

The job grading was conducted by an outside service provider. The report was received by the employer last week. Upon perusal of the report, the employer identified certain categories that were omitted. It requested the service provider to include these in the report. Once the finalised report is received, it will be made available to the PSA.

Performance Management System

The review of the Performance Management System will be finalised by 23 August 2023. The PSA raised a concern that this review has taken a long time to be finalised. The employer took note of the PSA's concern. The employer informed us that it will be presented to the Performance Management meeting at its next sitting. Once presented, it will be forwarded to the PSA for engagement with members and their input.

Performance bonus payment

The employer is currently utilising the old policy to access and pay the performance bonus. The PSA raised a concern as several problems were previously encountered. The employer informed the PSA that this policy is under review and due processes will be followed. The PSA will be included in the process.

Tools of trade

The procurement of keypads for Data Capturers was not done in the first quarter as agreed upon at the last meeting. The employer informed the PSA that this process will be finalised by 10 August 2023. Feedback will be given at the next meeting.

Bursaries for employees' children

The employer has indicated that the current policy does not make provision for this. There are no funds available to cater for this demand. As and when the financial position of the employer improves, this will be considered.

Working from home

The PSA requested that the employer considers the increase of days to work from home to be increased from one day to two or three days per week. The employer informed the PSA that this is a pilot project for a period of six months. After the lapse of the six months, this will be revisited.

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 or Molefe Mosaka on 082 880 8927 / molefe.mosaka@psa.co.za.

GENERAL MANAGER