

Feedback: Departmental Bargaining Chamber (DBC) meeting - 17 August 2023

Determination of vote weights: GPSSBC Chambers 2023/24

Herewith the determination of vote weights for unions admitted to the GPSSBC Departmental Bargaining Chamber for the Department of Statistics South Africa:

Union	Membership	Vote weights
PSA	1 282	52.17%
Unipsa	0	
Nupsaw	52	
NPSWU	1	
Hospersa	1	
Total	1 336	
Nehawu	1 217	47.52%
Total	1 217	
Popcru	5	0.31%
Pawusa	3	
Total	8	
Grand Total	2 561	100%

Occupational health and safety (OHS) compliance

It was previously reported that the two offices in KwaZulu-Natal were closed owing to floods. Affected employees were placed temporarily at the nearest district offices in February 2023. The Department of Employment and Labour issued a prohibition notice and revoked it in May 2023. The offices were declared safe, and employees returned to continue with their daily work routines. The PSA noted the report and will consult members about the progress reported at the two identified offices. The PSA will provide feedback at the next DBC meeting.

Office closure and relocation of employees

Developments regarding the closure and relocation of employees were reported in the previous *Informus*. A detailed report about the closure and relocation of employees from the Mabopane and Johannesburg offices was presented. The PSA will convene a meeting on 21 August 2023 to consult members about developments.

Consumer Price Index (CPI) project

The PSA raised concern about the placement of employees in the CPI section without consulting labour. The employer committed to submit a close-up report to outline how the placement process was implemented. The employer failed to submit such a report and labour decided to reserve its rights in this regard. The PSA will consult members and seek a further mandate to follow the dispute resolution process.

Departmental policy review and amendments

The policy task team reported that the following draft policies were reviewed and tabled to the DBC for adoption:

- Fraud and Anti-corruption Policy
- Whistle Blowing Policy
- Policy on policies.

Resolution 3/2015 (Recognition of Improved Qualifications)

The employer reported that the process to consider the recognition of improved qualification applications was finalised internally and submitted to the DPSA for concurrence and implementation.

Employment Equity Plan

It was previously reported that the PSA demanded the withdrawal of the submission made to the Department of Employment and Labour (DEL) after the employer failed to consult labour. The employer refused to withdraw the submission made to the DEL. The PSA decided to invoke clause 17 of the GPSSBC governance rules to force the employer to withdraw the submission made and consult accordingly.

Unilateral implementation of policy on working hours

The employer submitted the working hours policy for consultation with labour at the Departmental Policy Task Team. The employer decided to implement the policy before the consultation processes could be concluded. Labour was denied an opportunity to submit inputs on the draft policy. The PSA requested the employer to withdraw the circular issued and resume the consultation process. The employer refused to withdraw the implemented policy. The PSA decided to invoke clause 17 of the GPSSBC governance rules to put pressure on the employer to reconsider its decision.

Members will be informed of 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