

FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE LAND REFORM RURAL DEVELOPMENT (DALRRD)

27-09-2024

Feedback: Departmental Bargaining Forum meeting

Annual General Meeting

The parties agreed to postpone the annual general meeting and announce the vote weights at a later stage. The parties indicated that they would allow the reconfiguration process to be finalised first.

Repurposing of the Vryburg, Mafikeng, Pretoria Deeds and Johannesburg offices

The PSA submitted the lists of its representatives to serve on the task teams for the repurposing of various offices.

E-Recruitment and E-Leave

The employer previously tabled its intention to automate recruitment and leave processes. Labour was requested to submit the names of representatives for testing the new system. At the recent meeting, the PSA submitted the names of its representatives. Members will be kept informed of any developments on this matter.

Cleaners project

At the recent meeting, the employer raised concerns regarding certain cleaners who have not reported to their designated areas. It was reported that nine cleaners had reassigned themselves to administrative posts without approval, while one cleaner was temporarily assigned to the Animal Health directorate. The employer instructed the cleaners to report to their rightful designated workspaces with effect from the 20 September 2024. The PSA noted the report and raised a concern that cleaners have lodged grievances which were submitted to the Employee Relations section for investigation. The PSA further requested that they be allowed to engage with the members to establish reasons why they did not report at their respective posts. The PSA will provide feedback by the 30 September 2024.

Extension of re-assigned employees

The PSA raised a concern that the matter should not be handled by provinces and requested that since the department is in the process of de-merging, the National Macro Organization of Government (NMOG) process should address the matter. The employer noted the proposal by the PSA and committed to providing feedback at the next DBC meeting.

Ethics and Risk Assessment

Members will recall that the employer reported that the above assessments were done, and a report was forwarded to the office of the Director General (DG) for further engagement. At the recent meeting, the employer indicated that these reports are still at the office of the DG and will be shared with labour once finalised. Members will be kept informed of the developments.

Recognition of improved of qualifications in line with Resolution 5 of 2014

The employer reported that 96% of applications were concluded and only 4% are still pending. The employer committed to finalise the process by 30 October 2024. The PSA noted the report and requested the employer to fast-track the process.

Issues at the GADI building

Members will recall that at the last DBC, parties agreed to go and finalise the intervention which started last year, and parties agreed that a follow-up meeting would take place on the week of 22 – 25 October 2024. The employer will communicate the logistics closer to the date.

Deeds quota

A task team was convened to deal with the above issue and currently, terms of reference will be circulated and discussed at the task team meeting. Labour indicated that it has received a request from its members to further discuss issues raised. Concern was also raised by labour where it reported that some managers are misquoting it stating that a decision has already been taken to stop the overtime which is incorrect and demanded that the employer should tell those managers to cease from spreading lies.

Finalisation of the inspections at Punda, Mozambique and Kruger National Park

The employer apologised to labour for submitting outdated inspection dates. They committed to considering earlier dates in October, with the latest being the first week of November 2024.

S&T Policy

Labour raised challenges about the implementation of the above policy where the employer stated that some changes were necessitated by Treasury and DPSA rules on contingency measures. Labour stated its discontentment as the employer has not consulted them regarding the changes. Parties agreed to discuss the issues at the bilateral meeting on 4 October 2024 and will report on the outcome of their meeting at the next DBC.

Acting Appointment and Dress Code Policy

The policy task team reported that they agreed that the policy be tabled at the DBC for adoption. The task team considered the inputs from members. The two policies were adopted and removed from the DBC agenda.

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 a PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER