

Feedback: Departmental Bargaining Chamber (DBC)

Determination of vote weights

An Annual General Meeting for the DBC of the DEL was held on 26 July 2024 where the following vote weights were presented for noting by parties:

- PSA: 5 721 = 66.42%
- Nehawu: 2 780 = 33.26%
- Popcru: 112 = 1.30%

The PSA welcomed and noted the presentation of the vote weights.

Non-payment: 2019/20-performance incentives

It was previously reported that the PSA tabled the matter following complaints received from the Mpumalanga region about the non-payment of 2019/20-performance incentives. The employer reported that it intervened, and most of the deserving employees were paid, however, there are two pending cases that are receiving attention. The PSA welcomed the report.

Performance agreement for Gauteng Inspectors

Members will recall that the PSA raised a concern regarding the performance agreement of Labour Inspectors in Gauteng. The employer wanted to implement measures that are contrary to the signed performance agreements for Labour Inspectors. Affected employees signed the performance agreement, dated 31 March 2023, which required them to conduct 15 inspections monthly. Later, the employer changed the target to 15 inspections in the first two weeks of the month. The PSA demanded that the centralised planning, which requires Inspectors to conduct 15 inspections in the first two weeks be put in abeyance until the matter is fully consulted. The employer responded that the Department would have a meeting with Gauteng Management (Chief Inspectorate) on the matter and a written report will be communicated to labour by 2 August 2024. The PSA noted the report.

Departmental vacancy report

The employer reported that the current organisational structure is sitting at 14 091 posts and the Department currently has 4 992 vacant posts across the country. It reported that the high vacancy rate was a result of cost-containment measures from the Department of Public Service and Administration. The PSA questioned the employer on measures in place to mitigate the high vacancy rate. The employer responded that the Department had made a submission to the DPSA for the unfreezing of 983 posts, and

it received concurrence for only 300 posts. The employer further reported that from 300 authorised posts, 96 have already been advertised and 204 others will be advertised before the end of the current quarter. The PSA will continue to put pressure on the employer until this high vacancy rate is minimised.

Conversion of Ixopo Labour Centre and Richmond Satellite Office

It was previously reported that the employer decided to convert the Ixopo Satellite Office into a Labour Centre. The Director-General approved that the DBC negotiates a reasonable and fair agreement for the relocation of staff from Richmond to Ixopo. After the matter was tabled at the DBC, parties resolved to have a task team to deal with the matter. The task team met on 22 August 2023 and 8 February 2024. During the task team meeting on 22 August 2023, it was resolved that change management should be undertaken at Richmond Labour Centre. The session will ascertain the readiness of staff for the relocation. The matter is still under discussion at the task team and the PSA will ensure that no employee will be subjected to any unfair treatment throughout the process.

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 a PSA Provincial Offices.

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GENERAL MANAGER