

FOR PSA MEMBERS: **DEPARTMENT MINERAL RESOURCES AND ENERGY (DMRE)**

22-04-2024

Feedback: DMRE Departmental Bargaining Chamber meeting - 18 April 2024

Relocation to Regional Offices

- The employer reported that the Gauteng regional office relocation was concluded, and the landlord is currently upgrading generators. The report from the Free State regional office is that the Department of Public Works and Infrastructure is looking for accommodation. The office is currently on month-to-month rental arrangements.
- Cape Town - employees have occupied the building from 1 December 2023 as per the initial plan and the landlord is currently installing power and water backup systems.
- Limpopo regional office - the two offices have been consolidated. The Department of Public Works and Infrastructure is currently in the process of advertising the bid.
- KwaZulu-Natal regional office - the landlord is finalising installations and anticipates occupying the building from 1 June 2024.
- North-West regional office - the lease agreement was signed, and the landlord was to continue with tenant installation. This is one of the biggest offices and is heavily affected by load shedding. The landlord will procure backup power systems and installations will take place before the end of April 2024.
- Eastern Cape regional office - approval has been obtained from the Director-General to move the Mthatha Office to East London and the relocation process will start soon.
- Northern Cape regional office - employees relocated in 2023 already, and the landlord is currently installing power and water backup systems.

The PSA will monitor the relocation and assist members who might need help.

Uniform and personal protective clothing (PPE) allowance: 2022/23

Members will recall that the PSA tabled the matter following complaints from members that the employer failed to procure PPEs for deserving employees. After numerous engagements about the matter, the employer reported that it received 15 requests, and these were all approved by the Deputy Director-General of Corporate Services. The employer reported that of the 15 requests, nine have been procured and delivered to branches, and the remaining six will be submitted to Supply Chain Management for procurement purposes. The PSA demanded that a follow-up should be made on outstanding branches to

submit their PPE requests. The employer responded that it would convene a meeting with outstanding branches in the next few days and a report will be provided in the next DBC. The PSA will continue to put pressure on the employer until all employees receive their PPE.

Occupational health and safety (OHS)

The employer reported that the OHS Committee was appointed and received the workshop accordingly. It reported that there are 38 representatives, inclusive of labour. It reported that the Terms of Reference were shared with Committee members. It further reported that on 7 March 2024, the Department of Employment and Labour visited Trivenna to conduct a building inspection. The employer reported that it received contravention notices on natural and artificial ventilation. It reported that the other contravention notice received was a lack of OHS representatives. The reason for that is that at the time of inspection, OHS Committee members had not received their appointment letters. The PSA questioned the employer on developments since the inspection was conducted. The employer responded that the landlord is providing support for air coolers in all identified areas of concern and OHS Representatives have been appointed. The PSA demanded that both inspection and written progress reports be shared with labour. The employer committed to circulate both reports before the end of business on 19 April 2024.

Work-from-Home policy

The PSA tabled the matter, demanding that the employer should consider having a work-from-home policy, which will allow employees of the Department to be able to access the Department from any location outside of the normal workplace. The policy should allow for staff of the Department to make use of remote working facilities in an orderly and regulated manner, taking into consideration all the necessary protocols as would be the case in an office environment. The employer responded that the matter will be discussed with its principals and feedback will be provided in the next meeting. The PSA welcomed the report.

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 the PSA Provincial Offices.

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GENERAL MANAGER