

FOR PSA MEMBERS: DEPARTMENT OF WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (DWYPWD)

16-05-2024

## Feedback: Departmental Bargaining Chamber meeting - 15 May 2024

### Designation of OHS representatives

Members will recall that in the previous meeting, the employer reported that it had drafted a collective agreement on the terms of reference for Occupational Health and Safety Representatives as per the *Act*. The employer in any workplace where there must be a health and safety representative must meet with registered unions for negotiations to conclude a collective agreement. The objective of this agreement is to formally engage labour and hopefully agree to processes outlined in the document to ensure full compliance with the *Occupational Health and Safety Act, Act 85 of 1993*, as amended. This is in line with the General Administration Regulations, regulation 6. Members are requested to peruse the *attached* draft collective agreement and submit inputs to [aubrey.mabotsa@psa.co.za](mailto:aubrey.mabotsa@psa.co.za) by **20 May 2024**.

### OHS compliance and office accommodation

It was resolved in the meeting of 12 April 2024 between labour, the employer, the Department of Public Works and Infrastructure (DPWI), and the landlord that the landlord would prepare a comprehensive plan on how and when building defects would be fixed. The employer reported that the landlord has since submitted the plan to the DPWI. A follow-up was made with the DPWI. It reported that it was still studying a plan and as soon as it was done, parties would receive a copy. The PSA demanded that the employer must circulate a copy to labour. The employer committed to share a copy of the plan with labour by 24 May 2024. In terms of the OHS compliance, the employer reported that 18 OHS members have received training, however, the Department is still organising specialised training on marshalling and fire aiders.

### Policies

- Recruitment and Selection Policy
- Prevention and Management of Sexual Harassment policy

The employer reported that the above-mentioned policies are still under discussion at Policy Task Team level. It will be shared with labour for inputs. The PSA noted the report.

### 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 access the Department from any location outside

of the normal workplace. The policy should allow facilities in an orderly and regulated manner, taking into consideration all necessary protocols as would be the case in an office environment. The employer responded that the proposal is welcomed and requested the PSA to make a written submission on the matter for its consideration. The PSA will compile such a written submission and submit it by 17 May 2024.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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