

Feedback: DPME Departmental Bargaining Chamber (DBC) meeting - 21 February 2024

Organisational structure and staffing

The employer provided a written report indicating 26 vacancies, which translates to 7.9% (including Ministry). The report by the employer is *attached* for ease of reference. The employer also reported that its vacancy rate is lower than the 10%-vacancy rate set by DPSA. The PSA noted the report but raised concern that the non-filling of positions owing to austerity measures may lead to burnout and fatigue for current employees who must carry the entire workload. The PSA demanded that the employer must move with speed to fill vacant positions and avoid overworking employees.

Harassment policy

The employer reported that the DPSA is still finalising a guideline for departments to use to develop harassment policies. The employer further indicated that the DPSA held a webinar on 14 February 2024 with various departments and indicated that guidelines are still being developed. The PSA raised displeasure that the DPSA is taking too long to develop guidelines for departments. The PSA urged the employer to use the Code of Good Practice on the elimination of harassment in the workplace issued by the Department of Employment and Labour to develop the policy. Parties agreed that the employer would finalise the draft policy it had initiated last year to develop the harassment policy.

New building

The employer made a presentation (*attached*) on the current status of this item. The essence of the employer's presentation was that the project was still in the planning stage. The PSA noted the presentation but raised concerns that the presentation is too technical and does not provide information that is of assistance to employees, *i.e.*, anticipated date of movement to the new building. The employer committed to provide a more concrete report or progress in the next meeting.

OHS compliance

The employer provided a written report, which indicated that new OHS representatives have been appointed and a meeting was held on 30 November 2023. The employer further indicated that a walk-through was done through the building and all defects identified were addressed. The PSA bemoaned that the employer has two buildings, but the report does not reflect the status of each building. The PSA contended that the JR building where the majority of employees are accommodated is not safe. The employer committed to sharing a report on the JR building with labour within 14 days.

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.

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GENERAL MANAGER