

Feedback: Special Departmental Bargaining Chamber Meeting

Draft HIV/Aids and TB Management Policy

The employer tabled this policy for review and input. The policy will assist the Department in managing and creating awareness regarding HIV/Aids and TB as a pandemic. The Department aims to minimise the social, economic, and developmental consequences of HIV/Aids and TB to its employees. The Department further commits to providing resources and leadership to implement HIV/Aids and TB workplace programs to minimise the spread of the diseases in the Department. The policy will guide both management and employees on how to manage, work, and provide care and support to those employees infected and affected by HIV/Aids and TB, as well as ensuring that the workplace is free from stigma and discrimination. All employees will benefit from the program. The Policy mandates the Department to establish the Occupational Health Wellness and Safety Committee for consultation, advisory, support, promote and monitor issues related to employee health and wellness. The draft policy was deferred to the policy task team for further consultation and discussion. The PSA Chairperson will share the draft policy with members through internal communication channels for input and comments.

Draft Health and Productivity Management Policy

The employer tabled the policy to be reviewed. The policy intends to promote the health and wellness of employees through integrated management of health risks for acute, chronic, and mental illnesses, occupational injuries, and diseases to improve performance and productivity. The draft policy was deferred to the policy task team for further consultation and discussion. The PSA Chairperson will share the draft policy with members through internal communication channels.

Employee Wellness Management Program Policy

The employer tabled the draft policy to be reviewed. The policy intends to provide the Department with a framework for managing employee well-being through the provision of an Employee Wellness Program (EWP). This program is intended to address issues of employee well-being in the workplace to create and maintain a healthy organisation and enhance performance management in the Department. The draft policy was deferred to the policy task team for further consultation and engagement. The PSA Chairperson will share the draft policy with members through internal communication channels for input and comments.

Draft Change Management Policy

The employer tabled the draft policy to be reviewed. The policy intends to provide guidelines on how issues of new processes and culture in the Department will be managed for employees to adapt to the change. The draft policy was deferred to the policy task team for further consultation and discussions. The PSA Chairperson will share the draft policy with members through internal communication channels for input and comments.

Supply Chain Management Policy

The employer tabled the draft policy to be reviewed. The policy intends to provide a framework for a sound, sustainable and accountable supply chain management system in the Department. It also provides continuous monitoring and improvement of supply chain management processes to ensure an uninterrupted flow of goods, services, and works required for the optimum delivery of departmental objectives. The draft policy was deferred to the policy task team for further consultation and engagement. The PSA Chairperson will share the draft policy with members through internal communication channels for input and comments.

Travel and Accommodation Policy

The employer tabled the draft policy to be reviewed. The purpose of the policy is to regulate and govern the Department's official domestic and international travel and accommodation-related arrangements and ensure that there is an effective, efficient, and practical travel and accommodation management system that ensures timely, cost-effective travel and accommodation-related arrangements in support of its mandate. The draft policy will be deferred to the policy task team for further consultation and engagement. The PSA Chairperson will share the draft policy with members through internal communication channels for input and comments.

Migration Strategy and Plan

It was previously reported that the organisational structure was finalised and approved. It was indicated that the migration strategy and plan will be used to align incumbent employees to the new organisational structure. The migration strategy and plan will further guide how employees will be engaged before the matching and placing takes place. The PSA noted the report and requested that a task team be formed to implement the matching and placing process.

Members are requested to peruse the draft policies and submit input and comments to the PSA Chief Negotiator, at patricia.hamese@psa.co.za and PSA Chairperson at mpho.mandlazi@dst.gov.za by **19 July 2024** so that the employer can be engaged further.

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.

Reuben Maleka
GENERAL MANAGER