

## Feedback: Departmental Bargaining Chamber meeting - 12 February 2024

### OHS compliance

The Department has initiated the amalgamation of the Occupational Health and Safety Committee and the Employee Health and Wellness Committee, citing common concerns shared by both entities. Despite sharing the terms of reference with labour, the PSA expressed its non-support for the amalgamation. Consequently, both parties have mutually agreed to defer the matter to the task team for in-depth discussions.

### Review: Organisational structure

The employer reported that it received concurrence from the Department of Public Service and Administration (DPSA). It reported that the Minister has approved the new organisational structure. It further reported that the Department will kickstart the placement process for Senior Management Service and feedback will be communicated with labour. It further reported that it is currently drafting appointment letters for committee members who will serve in the placement committee for employees on salary level 1 to 12, respectively. The PSA acknowledged the report.

### Departmental failure to fill vacancies

The employer reported that after National Treasury issued a circular on cost-containment measures, the Department has since stopped the filling of all vacancies. It reported that the Department has identified 11 posts to be critical. A submission has since been sent to the DPSA for concurrence, and feedback is still awaited. The PSA questioned the employer on the number of vacancies available. The employer responded that the Department has 79 vacant posts available and that these positions will only be advertised in the next financial year. The PSA noted the report.

### Departmental policies

The following policies were previously tabled, and are still under discussion in the Policy Task Team:

- Sexual Harassment policy
- Catering and Entertainment policy
- Cellphone and Landline policy
- Debt policy

- Financial Delegations policy
- Policy on Wireless Connection (3G/4G/LTE)
- Petty Cash policy
- Subsidized Motor Transport policy
- Integrated Rewards and Recognition Model policy
- Information Management policy
- Security policy
- Transfer policy

### **Departmental security breach**

The PSA tabled the matter following complaints from members that a car belonging to an employee was stolen in the departmental parking. The PSA questioned the employer about measures in place to prevent such a crime from taking place on departmental premises. The employer reported that the matter will be escalated to the relevant directorate for Security Services and a comprehensive report 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](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact a PSA Provincial Office.

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