

FOR PSA MEMBERS: **GOVERNMENT PRINTING WORKS (GPW)**

17-05-2024

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 15 May 2024

### Relocation to Koedoespoort finally off

The relocation to the Koedoespoort Industrial site is finally off and the employer confirmed to labour that this option will no longer be pursued. This comes after the PSA refused to accept that there were no other alternatives and Koedoespoort was the only option, as insisted by the employer. The PSA demanded that the employer should consider other places in the city center where employees would not incur additional travel expenses. The PSA proposed that the employer should view the Pretoria Showgrounds and the Post Office building as these are in the city center and have much bigger space than Koedoespoort. The employer reluctantly agreed to view these options. During the site viewing of the Post Office building, it was apparent that the space is much bigger than the Koedoespoort facility and have the potential to accommodate all the GPW's needs for commercial printing. The employer reported that EXCO would arrange to also view this facility and consider it. The PSA's resilience on this matter and members' determination to stand their ground have yielded positive results. Engagements with the employer will continue until approval is granted for the facility. The PSA will also demand that all employees be allowed to view the facility before the lease is signed.

### Migration principles

As members were previously informed through engagements with the employer, parties agreed on migration principles for the recruitment of employees into the new structure. Key to these principles is that the employer should prioritise internal candidates whenever advertising positions between levels 1 to 7. It is unfortunate that the employer dishonoured the agreement and filled most posts with external candidates instead of internal candidates. When the PSA confronted the employer on the violation of the agreed principles, the employer wanted to hide behind the interpretation of the agreed principles. The employer stated that parties should reduce agreed principles that would not be open to interpretation in writing. However, the employer brought another excuse that in terms of the Public Service Regulation of 2023, all positions must be advertised on the DPSA website. The PSA expressed disappointment on how goalposts are shifted in this matter. The employer indicated that it would comply with the PSR 2023 requirements and advertise all positions externally but during shortlisting and interview processes, it would give priority to internal candidates. The PSA will continue engaging the employer on this matter.

### Provision of uniforms: Security personnel

The PSA persistently demanded that the GPW should reimburse security officers for the period they were made to work without being provided with a uniform and had to use their funds to buy black and white clothes that look like the uniform. The employer did not accede to the PSA's demand to reimburse the officers. The PSA declared a dispute on the matter and a facilitation was held on 15 May 2024. The PSA indicated its intention to fight for its members should parties not agree on an amicable solution. The matter remained unresolved after the facilitation and the PSA reserved the rights of members. The employer indicated that even if it wanted to reimburse employees for the period of using their own funds to buy uniforms, it would need to comply with the *Public Finance Management Act*, which in this case, it was finding hard to do since there were no receipts available that could be used for the reimbursement. The PSA indicated that parties could agree on an average amount of what the uniform is worth and base the reimbursement on the average amount. The employer will seek a mandate from its principals and respond in the next Chamber meeting.

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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