

Feedback to members: MANLAB meeting - 27 February 2024

A meeting between the management of the Department and labour was held on 27 February 2024 where the review of the following policies was discussed:

Draft Infrastructure Management Policy

This policy provides guidance, amongst others, for planned and unplanned maintenance where the need arises and where such maintenance work that is done after hours, in any way poses risks to employees. The employer has undertaken to equip all offices with air conditioners and maintain these and also provide standby generators at service points such as Traffic and Testing Stations.

Draft Facilities Management Policy

Members' attention is invited to the provisions listed in clause 9.1: "Allocation and Utilizing of Parking Bays", "Allocation of offices and furniture" where employees can be held liable for any damages or replacement of government property where damage was due to negligence or vandalism. The policy also provides that cleaning of offices, for example, will take place on a daily basis and that cleaners will be indemnified of any loss of goods in the office should an employee allow cleaning to take place in their absence. Smokers failing to use demarcated areas will be "persecuted".

Draft Pregnancy Policy for Traffic Officers

This draft policy sparked major debate. This draft policy, amongst others, provides that an employee MUST inform the employer as soon as she is aware of her pregnancy. Whilst the spirit of the draft policy is that the Department wants to protect traffic officers during pregnancy, the PSA is of the view that employees cannot be forced to disclose their pregnancy. Members must take note of the fact that the policy provides (clause 8.1.4.4) that the employer cannot be held responsible for any risks that will be caused by working conditions of employees who fail to disclose.

Draft Service Excellence Awards Policy

The employer, in line with the *White Paper on Transforming Public Service Delivery*, will be recognising and rewarding individuals and groups who perform well in providing customer service.

Copies of the four draft policies are *attached*. Members are requested to meet and consult extensively amongst themselves on the policies and provide any comments or inputs to deidre.reynecke@psa.co.za on or before **29 March 2024**.

The PSA is, however, concerned about the behaviour of the Department to table the policies at the MANLAB before these were tabled at the GPSSBC, the legitimate structure for consultation with labour on issues affecting workers. The PSA will table the matter in the coming meeting on 7 March 2024.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER