

Feedback: Departmental Bargaining Chamber (DBC) meeting – 14 March 2024

Reconfiguration of Presidency organisational structure

Members will recall that in the last meeting, the employer indicated that it has concluded this process and the PSA requested a copy of the close-up report. The employer indicated that senior management was still going through the report and it will respond to the PSA thereafter. The PSA raised concern and indicated that it will explore other available avenues if the report has not been shared before or in the next meeting.

Leave automation system

The employer reported that the last group of employees will be trained on 26 March 2024. The employer indicated that the system will go live on 1 April 2024. The PSA noted the report but questioned whether lower-level employees, such as Cleaners who do not have laptops, have also been accommodated. The employer indicated that it will use both the automation system and the manual system beyond 1 April 2024 to accommodate employees who do not have laptops.

Review of harassment policy

The employer presented a draft policy for consultation with labour. The PSA was delighted that there has been substantial progress with matter since the PSA tabled this item. This policy was reviewed to align with the *Code of Good Practice on the Elimination of Harassment in the Workplace* to include all other forms of harassment, i.e., bullying, victimisation, etc. Members who wish to make inputs must submit these to peter.mngomezulu@psa.co.za by **22 March 2024**. Parties agreed to engage in a task team for further consultation on the policy.

Filling of critical posts in Presidency

The employer reported that it is still in the process of filling positions that were identified as critical. The PSA noted the submission but enquired about the criteria and a list of those critical positions. The employer committed to sharing a progress report with labour, indicating progress on the filling of those positions and the criteria used by 15 March 2024.

PMDS (2022/23-financial year)

The employer reported that employees were paid their pay progression on 21 December 2023. The PSA noted the employer's submission with displeasure as the employer missed the deadline for payment of 13 October 2023, as directed by DPSA. The PSA further urged the employer to ensure compliance with the DPSA directive in future to ensure that employees receive their pay progression on time.

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