

FOR PSA MEMBERS: DEPARTMENT OF COOPERATIVE GOVERNANCE (DCOG)

06-11-2023

## Feedback: Departmental Bargaining Chamber (DBC) meeting - 3 November 2023

### Vote weights

The following vote weights were presented for noting:

PSA: 241 members (73.03%)

Nehawu: 88 members (26.67%)

Popcru: one 1 member (0.30%)

### Human resource and development policy

Members will recall that the PSA raised discontentment in the last DBC that the policy was approved without the consultation process being concluded. The employer indicated that it was under pressure to finalise the policy and proposed a task team meeting to engage on the PSA's concerns regarding the policy. Parties agreed to engage in a task team meeting that will be arranged by the employer.

### Review: Selection and recruitment policy

Members will recall that the PSA requested the policy to be reviewed to allow labour observer status during shortlisting and interviews. The employer responded that it is amenable to accede to the request to allow labour to observe on interviews only but not shortlisting. The PSA noted the offer by the employer but indicated that most of the shenanigans happen during the shortlisting process. Parties agreed to engage further in a task team to be arranged by the employer.

### Status of building: 87 Hamilton Street

The PSA raised concerns about the safety of the building such as loose cables, windows not opening, some bathrooms not functioning properly, *etc.* The PSA also enquired about plans to relocate to another building. The employer noted the PSA's concerns but pleaded that these be referred to the Occupational Health and Safety (OHS) committee to address these concerns where labour is represented. The employer further indicated that the process of procuring a new building has not yet been finalised by the Department of Public Works and Infrastructure. The PSA committed to send all concerns of employees to the OHS committee and provide feedback in the next meeting.

### **Circular 222/08**

The PSA provided feedback from a meeting with the Director-General where parties agreed that the problem with the circular is its implementation and that managers must not use physical scanners for nefarious reasons such as monitoring the movement of people. The employer indicated that the last letter issued to employees to explain their whereabouts was in March 2023 and that this practice has been stopped. The PSA noted the submission by the employer and indicated that it will continue to monitor this situation.

### **Remote working arrangement**

The PSA indicated that it is still receiving complaints from members that the working-from-home arrangement is not implemented fairly and consistently from one section to another. The employer indicated that it has not received any complaints and implored the PSA to provide names of employees who are having challenges regarding this matter so that it can intervene. Members with challenges regarding this matter are requested to submit their names to the PSA Branch Chairperson at: [PumezaT@ndmc.gov.za](mailto:PumezaT@ndmc.gov.za) by **10 November 2023**.

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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