

## Feedback: Department Bargaining Chamber – 14 August 2023

### Full-scale review of DMRE start-up organisational structure

The employer reported that the consultation with departmental branches is almost complete. It reported that there was a meeting with the Mineral and Petroleum Regulation Branch on 28 July 2023, where employees requested to be allowed to provide written input. A follow-up session with Branch leaders is being arranged to give feedback on the input provided by employees. The employer further indicated that it anticipates finalising the consultation with the stated Branch by the end of August 2023 and labour will be informed. The PSA acknowledged the report.

### Relocation to Head Office

The employer reported that the relocation between Matimba and Trivena buildings has been completed. It reported that the Department of Public Works and Infrastructure has submitted the preliminary costs for the procurement of the head office, which will accommodate employees from both Matimba and Trivena buildings. It was reported that the submission is enroute to the office of the Director-General for approval. Following concerns raised by labour on matters of health and safety, the OHS Committee is attending to these matters. The PSA will monitor this process to ensure employees are accommodated in safe buildings.

### Relocation to Regional Office

The employer reported that the Gauteng Regional Office relocation was concluded. The report from the Free State Regional Office is that the landlord has withdrawn from the process owing to affordability and the DPWI is trying to get a new landlord. At the Cape Town Office, the landlord is waiting for the plan from the municipality and there was approval from the Department of Public Works. It reported that for the Limpopo Regional Office, the process was halted owing to the process being challenged in court and the DPWI will re-start the process of advertising the tender. The KwaZulu-Natal Regional Office has signed a lease agreement. The PSA noted the report.

### Uniform and protective clothing allowance for 2022/23

The employer reported that after issuing a circular to all branch heads in November 2022, and again in February 2023 to complete forms for the procurement of PPE, branches were able to submit their request for PPE. However, only one branch has received PPE. Others are still waiting for finalisation of the procurement. The PSA noted the report but registered unhappiness about the slow progress.

## Policies

The employer tabled the following policies and requested that these be deferred to the Policy Task Team for further engagements with labour:

- Transfer of Official Policy
- Asset Management Policy
- Recruitment and Selection Policy
- Leave Management Policy

The PSA noted the tabling of the above-mentioned policies and agreed to engage further with the employer at the PTT.

## Implementation: Resolution 3/2009

The PSA tabled this matter following complaints from members that the Department has failed to implement Resolution 3/2009 in that employees who have completed 15 years of continuous uninterrupted service (and 12 years – of accelerated upgrade) have not been upgraded as per the Resolution. The employer acknowledged its error in failing to implement the Resolution. It further reported that it has conducted an audit to determine how many employees were disadvantaged by the process. It reported that 70 employees had the potential to qualify for grade progression, however, the final audits indicate that only nine officials qualify, and 61 others could not qualify. It further reported that a comprehensive report will be shared with labour once it is finalised. The PSA noted the report and reserved its comment until the report is received.

## Parking fees

The employer reported that the submission has been sent to the accounting officer for approval on benchmarking of parking fees and anticipates getting feedback soonest. 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 PSA Provincial Offices.

GENERAL MANAGER