

Feedback: Departmental Bargaining Chamber - 25 August 2023

Vote Weights

The following vote weights were presented for noting by parties:

- PSA: 58,02% with 152 members
- Nehawu: 41,60% with 109 members
- Popcru: 0,38% with 1 member

Organisational Structure and Staffing

The employer provided a verbal report that the vacancy rate has been reduced to 8.2% with a breakdown of the vacancy rate according to various directorates. The PSA noted the report and implored the employer to continue pushing the vacancy rate down because a high vacancy rate compels employees to work extraordinary hours which may lead to them burning out. Parties agreed that the employer would share a written report with labour after the meeting.

Harassment Policy

The employer reported that the DPSA is still in the process of finalising a guideline for departments to use to develop harassment policies. The PSA implored the employer to consider using the code of good practice on the elimination of harassment in the workplace from the Department of Employment and Labour, if the DPSA delays in finalising the guideline. Parties agreed that the employer will make a follow-up with DPSA and provide feedback to labour.

New Building

The employer reported that space planning was done and that they are awaiting approval of the plans from the municipality. The employer further indicated that the anticipated movement to the new building in September is unlikely to happen owing to the delays experienced. The PSA noted the employer's submission and requested the employer to arrange for change management sessions for employees around the period of movement to the new building. The PSA further requested for labour to be part of the relocation committee. The employer agreed to provide change management sessions and committed to provide a comprehensive report on this matter in the next DBC meeting.

SCM Policies (SCM Policy; Travel Policy; Losses Claims and Debtors Policy and Tool of Trade Policy)

The employer reported that the SCM policies were approved because they were under tremendous pressure from the Auditor-General to finalise those policies to avoid an audit finding. The employer apologised profoundly for the approval of the policies without the endorsement of the DBC. The PSA noted the employer's apology but indicated that the apology alone would not remedy the situation. The PSA demanded that the employer rescind the approval of the policies or refer this matter for facilitation if the demand is not acceded to. The employer agreed to refer these policies to the task team and to engage on the concerns of the PSA on those policies.

Recruitment and Selection Policy; Training and Development Policy

The employer reported that policies have been consulted in the task team and requested that policies be approved. The PSA concurred with the employer that the policies were consulted by the task team but did not have a mandate because the employer did not share the final draft of the policies after consultation. The PSA requested a copy of the final draft of the policy and to be given about 2 weeks to get a mandate for the adoption of the policy. Parties agreed that the employer would share the final draft of the policies and allow PSA time to get a mandate from its members. Furthermore, the parties agreed that a special DBC will be arranged for the adoption of these policies after the PSA has acquired a mandate on these policies.

OHS Compliance

The employer reported that the building did not have water for 16 days in July because the landlord did not pay the municipality and employees were allowed to work from home. The PSA noted the report and requested a copy of the written report. The employer committed to share the report after the meeting, which the PSA committed to make inputs on by 1 September 2023.

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

GENERAL MANAGER