

Feedback: Departmental Bargaining Chamber meeting – 17 February 2023

OHS compliance and COVID-19 regulations

The employer reported that a departmental circular was issued following *DPSC Circular 38 of 2022*, which repealed all COVID-19 protocols and therefore requested that this item be removed from the agenda. It further encourages employees who have not yet been vaccinated to consider vaccinating. The PSA noted the report but indicated that only COVID-19 regulations may be removed from the agenda and OHS compliance should remain on the agenda for continued reporting. The employer noted the PSA's position.

Review: Organisational structure

The employer reported that the organisational structure is under review. This is done in consultation with all stakeholders and there was a meeting with labour a week ago to keep them abreast of progress made thus far. It further reported that road shows were conducted across the Department with different branches and Chief Directorates as part of the consultation process. The employer reported that the placement model was discussed with labour and inputs received were incorporated. The final proposed structure will be presented to Manco on 17 February 2023 and any changes/amendments from Manco will be communicated with labour. It further indicated that the Department is in consultation with the DPSC at all steps of the way. The PSA noted the report and emphasized that this restructuring process should not produce layoffs. The employer responded that the restructuring process has the potential to create more positions, from 475 posts on the current structure to 494 posts on the proposed structure.

Departmental failure to fill vacancies

The PSA tabled this matter following complaints from members that the employer failed to fill vacancies and as a result, employees are overworked. The employer reported that the reason for its failure to fill vacancies was due to a budget deficit. It reported that after the matter was raised in the DBC, a submission was made to National Treasury for an additional eleven posts to the establishment and this was approved. From eleven posts, eight have been filled and finalised. Three other posts are in different recruitment stages and are anticipated to be finalised by the end of February 2023.

Departmental policies

The employer report that the following policies have fulfilled all levels of the consultation process and inputs were also incorporated. It reported that these policies will now be presented to Manco and feedback will be provided in the next DBC:

- Employment and Equity Policy
- PMDS Policy
- Leave Policy
- Overtime Policy
- Recruitment and Selection Policy
- Resettlement Policy
- Retention Policy
- Sexual Harassment Policy
- Acting Appointment Policy
- Youth Development Policy
- Bursary Policy
- Training and Skills Development Policy
- Catering and Entertainment Policy
- Cellphone and Landline Policy
- Debt Policy
- Financial Delegations Policy
- Policy on Wireless Connection (3G/4G)
- Petty Cash Policy
- Subsidized Motor Transport Policy
- Integrated Rewards and Recognition Model
- Policy and Procedure on unauthorised, irregular Expenditure
- Ethics Policy
- Succession Policy
- Other Remuneration Work Policy
- Supply Chain Management Policy and Delegations of Authority

The PSA noted 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), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER