

## Feedback: Departmental Bargaining Chamber - 19 May 2023

### OHS compliance

The employer reported that the Department decided to combine OHS and Employee Health and Wellness Committees to form one committee. It reported that the terms of reference were developed and would be shared with labour shortly. The PSA questioned the rationale behind combining OHS and Employee Health and Wellness Committees. The employer responded that the reason for combining two committees is that they share similar issues. Parties resolved to discuss this matter further at the OHS Committee meeting.

### Review: Organisational Structure

The employer reported that the proposed organisational structure was submitted to the Office of the Minister for approval on 4 March 2023 and labour would be informed of developments. The PSA noted the report.

### Failure to fill vacancies

The employer reported that when the financial year commenced, there were 34 vacancies. The Department managed to fill 19 posts, which equates to 56%. It reported that other posts were in various stages of the recruitment processes, and it anticipated finalising these by the end of July 2023. It further reported that the Human Resource Directorate developed a 2023/24-recruitment plan and it would be shared with labour. The PSA noted the report and will await the plan.

### Departmental Policies

The employer reported that the following policies were circulated to labour, consulted, and subsequently approved by Manco: Leave, Resettlement, Recruitment and Selection, Other Remunerative Work, Ethics, Retention, Training and Skills Development, Youth Development and Wellness Management. Further, the following policies were validated, with no amendments: Acting Appointment, Employment Equity, Job Evaluation, Overtime, Persal, Employees with Disabilities, Bereavement, HIV and AIDS and other Diseases, Gender Mainstreaming and Health and Productivity.

### Transfer Policy for GCIS

The PSA tabled the matter following complaints from members that the Department did not have a policy to regulate transfers and, as a result, employees struggled to get transfers. The employer acknowledged that the Department did not have a transfer policy and committed to develop such a policy.

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