

Feedback: Departmental Bargaining Chamber (DBC) – 12 December 2024

Filling of posts

The employer reported that there were 12 critical posts which were filled in the third quarter. They included the following: 2 Senior management posts; 3 Deputy Director posts; 2 Assistant Director posts; 2 Salary level 8; 3 Salary level 5-6. The PSA noted the report and requested a list of all vacant funded posts. The PSA further requested the employer to provide the vacancy rate in the current reporting period.

Lease agreement/contract with the current landlord

The employer reported that the long-term lease was cancelled and month to month contract was concluded, and the Department of Public Works and Infrastructure (DPWI) was requested to secure temporary accommodation. The department has committed to secure permanent accommodation with adequate parking of 800 parking bays in the next five years. The report was noted, and the PSA further requested the resuscitation of the Accommodation task team to enable proper implementation.

Parking space

The employer reported difficulties securing alternative parking spaces and that the Supply Chain and Facility Management sections tried without success. It was further reported that the guardhouse at the existing parking space was finally procured to accommodate security officials. The report was noted and the PSA urged the employer to continue looking for parking including inspecting parking at the Telkom towers.

Occupational Health and Safety Report

The employer reported that the contingency plan was approved by the City of Tshwane, and presentations on fire safety and evacuation, health and safety as well as injury on duty were conducted on 16 – 19 September 2024. Further, two injuries on duty were reported in the third quarter, water was tested and was found to be fit for human consumption. The PSA noted the report and demanded that the OHS Committee must be resuscitated.

Bullying and abuse of power in the department

The PSA had tabled the agenda regarding the prevailing bullying and intimidation of employees within the department and called for an assessment to determine the extent and impact of this behaviour. The

employer reported that independent service providers could not be sourced to conduct assessments and surveys owing to budgetary constraints. The PSA proposed that the Office of the Public Service Commission be approached and the employer welcomed the proposal. The employer undertook to draft a submission for the DG's consideration and the PSA will be provided with the report.

Skills audits program

The employer had reported that DPSA issued a directive to all departments to conduct skills audits for middle and senior managers to address the challenges of mismatched skills. Subsequently, the employer reported that the service provider was appointed to assist with the skills audit process. The intention is to align the organisational strategy with the existing skills and promote skills transfer amongst the employees, which will further support retention strategies and succession plans within the department. The PSA noted the report and called for labour inclusion into the workstreams which focused on skills development.

Loss control committee

The PSA had requested the inclusion of labour in the loss control committee hence the employer reported that labour could not form the part owing to the sensitivity of cases reported at this committee. The PSA did not accept the explanation and maintained that labour should be afforded observer status and further requested a breakdown of cases reported in the current financial year. The employer agreed to provide labour with such information but will erase the names of affected officials.

Review committee on PMDS

The employer reported that the draft terms of reference of the committee will be shared with labour for input. The PSA noted the report and committed to submitting the inputs as soon as the draft document is shared with labour.

Information Technology (IT) network challenges

The department experienced problems and challenges regarding the capacity of the IT network. The employees struggled to execute their functions due to network disruptions. The employer reported that they consulted with SITA and the capacity of the network was increased to 350 bandwidths. The PSA noted the report and urged the employer to implement a remote work arrangement for specific job categories to reduce the use of networks on the office premises. The employer noted the proposal of remote work and would seek further mandates and report at the next chamber meeting.

Sports and recreational gear for teams

It was previously reported that there was a shortage of sports gear and outfits for various sporting codes. The shortage affected the participation of employees in sports and recreational activities. The PSA urged the department to seek the services of the internal forensic unit to investigate the financial mismanagement of the procurement of sports gear and outfits. A comprehensive report will be submitted to the chamber in the next chamber meeting.

National Macro Organization of Government (NMOG) process

The employer reported that there are 35 employees to be received from the Department of Public Enterprise (DPE). The department was ready to accommodate them into the office space and parking will be allocated for them. The employer would embark on the start-up structure which will include posts which are transferred from DPE. The employer envisages completing the process by 31 March 2025. The

PSA noted the report and urged the employer to include labour in the consultation process with the affected employees.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact a PSA Provincial Office.

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