

What is happening at DSAC?

Departmental policies

Policy on Occupational Health and Safety: The item was deferred to the next meeting of the Chamber as the process owner was not present.

Recruitment and Selection Policy: The employer reported that a consultation session was convened with labour in December 2023 where inputs were provided on the set of draft policies below. Members were consulted to provide inputs on the following draft policies:

- Recruitment and Selection Policy
- Overtime Remuneration Policy
- Employment Equity Policy

The employer further requested to table the following draft policies, which were deferred to the policy task team:

- ICT Policy
- Bereavement Policy

PMDS progress reports

The employer reported on progress regarding PMDS payments and processes. It indicated that the moderation process for all assessments received on time for the 2022/23-performance cycle was concluded. Only four Deputy Directors-General failed to submit their reports. Payment was processed in December 2023. A PMDS electronic system has been developed and presented. Minor adjustments have been identified and are being attended to by the Information Technology section. Employees will be trained to understand the system during March 2024. The new system will be implemented from the start of the 2024/25-performance cycle and will include an electronic performance agreement (PA), performance development plan (PDP), work plan, submission, and mid-year, and annual assessments.

The PSA welcomed the report and appreciated that employees were paid their outstanding performance assessments. The PSA further raised concern about the introduction of the electronic PMDS system since most employees at lower levels do not have relevant resources such as laptops. Members will be informed of developments.

Job evaluations

The employer reported that a submission to seek approval from management to evaluate Language Practitioners' posts and salary level 1 to 4 posts was drafted. A copy of the submission will be shared with labour for input before it can be processed. The PSA noted the report and will wait for the draft submission.

Planned rollout of Ethics Risk Assessment for Department by Ethics Institute

The employer could not present the agenda item and parties agreed to defer the matter to the next DBC meeting. The report will be shared with labour before the next meeting.

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.

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GENERAL MANAGER