

Feedback: Departmental Bargaining Chamber meeting - 23 February 2024

Policies

As members will recall, the employer tabled the Recruitment and Selection Policy (*copy available from PSA Provincial Offices*) and Transfer Policy for consultation with labour in the Bargaining Chamber. Both policies were outdated and necessitated a review. The employer has not made any amendments to either policy. The PSA requested members to provide inputs in the previous *Informus* of 18 December 2023. Members are offered the final opportunity to submit inputs **not later than 8 March 2024** to Kagisho Kagisho at Kagisho.kagisho@psa.co.za.

Sexual harassment policy

This item was tabled for review of the Sexual Harassment Policy to align with the Code of Good Practice on the Prevention of Sexual harassment in the Workplace. The employer acceded to the PSA's demand and presented a draft policy to labour for consultation. Members are requested to provide inputs **not later than 8 March 2024** to Kagisho Kagisho at Kagisho.kagisho@psa.co.za.

Salary levels: Personal Assistants

The PSA tabled this matter in the previous Bargaining Chamber meeting, demanding that all Personal Assistants (PAs) must be placed at level 7. The PSA believes that this is a transversal matter, and the employer made a mistake by placing PAs at level 6 and must rectify this. PAs in all government departments are placed at level 7. The employer investigated the matter and reported that the investigation was finalised. A letter was sent to the Director-General (DG) of the DPSA, requesting advice on how to implement the recommendations. The employer has requested patience from labour while it addresses this matter. The PSA has agreed to grant the employer time to deal with this matter but only if the employer shares the report with labour. The employer responded that it would only share the report with labour after it engaged with the DG of the DPSA. The PSA rejected the employer's proposal and referred this matter for facilitation in terms of the Governance Rules. Should the facilitation process not assist, the PSA will have no option but to declare a dispute.

Organisational structure

The employer reported that the structure was approved by the Minister of the DPSA. The employer has never tabled this item before in the Bargaining Chamber for consultation with labour. The PSA discouraged this kind of approach by the employer. The PSA understands that the organisational

structure belongs to the employer and is guided by the objectives, but there is still a duty on the employer to consult meaningfully as this affects employees. The PSA demanded that the employer must consult meaningfully in future. Members who are affected negatively by the new structure are requested to consult with Kagisho Kagisho at Kagisho.kagisho@psa.co.za. The PSA will ensure that members are not affected negatively by the new structure.

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.

Reuben Maleka
GENERAL MANAGER