

Feedback: Stats SA Departmental Bargaining Chamber (DBC) meeting

OHS issues

The employer reported that all OHS representatives were appointed, and training preparation is underway. An OHS drill was conducted at all offices and employees were allowed to work from home owing to a water shortage around Pretoria. Labour expressed concerns as the report was not endorsed by the health and safety committee as previously agreed. Further, the employer has not implemented any measures despite ongoing constructions next to Isibaya House. Labour requested that training be prioritised before staff start taking leave for December. Parties agreed to establish a task team to address challenges emanating from the ongoing construction work wherein each party will have three representatives. Parties are to submit names to the Chamber Secretary.

Office closure

KwaZulu-Natal Ilembe Office closed on 29 August 2024, which had staff compliment of nine employees, remote work was approved for eight officials and resources were provided. The one impacted official who is a Cleaner was seconded to the provincial office with no additional financial burden as transport is provided. Ugu District offices were accidentally closed where the landlord issued an eviction notice that was meant for the SAPS, another tenant, and the matter will be addressed soonest.

Recognition of improved qualifications

According to the employer's report, only five payments were outstanding and will be finalised soonest. The matter will remain on the agenda until all employees are paid.

Employment Equity Plan

Labour could not manage to submit the names of provincial and head office representatives and were reminded and given indulgence until 11 October 2024.

Filing of vacant posts

Approval was granted to fill seven out of 107 critical posts, which includes the post of CFO. Posts were already advertised with a closing date of 7 October 2024. Labour raised concerns about the approval of only seven positions and requested to be provided with a list of 107 positions and also to be clarified on when the DDG: Corporate Services will be advertised as the incumbent has been acting form more than

five years, which contravenes Public Service Regulations. Labour is to consider available remedies to enforce compliance.

Census ten days leave

The list of employees who were not paid for their ten days census leave was submitted to the employer, who acknowledged the same and undertook to revert to labour after receiving a combined list of all unions as other unions failed to submit names.

Danger allowance

Members are aware that a task team was established to identify other occupations that should be paid a danger allowance in line with the existing DPSA list. The task team met on 27 September 2024 where the employer tabled a draft list for labour's consideration and inputs before submitting to EXCO. Proposals from both employer and labour will eventually be submitted to the PSCBC for consideration.

Subsidised vehicles

Labour remained adamant that suspension of subsidised vehicles did not result in any savings and requested the employer to engage with the principals to reconsider the decision. Strangely, the employer representatives presented a completely different report, and labour sent them back to present a correct report, which seeks to support the labour's position to reinstate the scheme. The matter will remain on the agenda pending the employer's response.

Policies

A report was shared by the Policy Task Team that they have managed to finalise the OHS policy and requested that the Chamber adopts it and remove the item from the agenda.

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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