

Feedback: Departmental Bargaining Chamber (DBC) - 23 May 2024

OHS

The employer reported that the department had finalised the election of the Occupational Health and Safety Committee members and issued appointment letters accordingly. The department is in the process of procuring the services of the facilitator for the training of the representatives. The employer raised a concern about the cost of the training. The PSA noted the report and demanded that the employer cover the cost of the training program. The employer committed to fast-track the training program and provide feedback about the appointment of the service provider by 31 May 2024.

Calvania office closure

The employer reported that since the decision to close the Calvania office, only one cleaner has yet to be placed in another office. The affected cleaner is placed temporarily in another department. The PSA noted the report and demanded that the employer fast-track the placement process.

Free State office closure

It was previously reported that the Free State office's lease lapsed, and the employer identified alternative accommodation. The department entered into a month-to-month lease agreement until the procurement process is concluded. The discussions with the landlord and the Department of Public Works and Infrastructure are ongoing. A task team was formed to oversee the implementation process.

Payment of recognition of improved qualifications

The employer reported that they are still in the process of finalising payments to employees who qualified in recognition of improved qualifications and those who left the department or passed on. The PSA rejected a verbal report, and the employer is to submit a detailed written report by 31 May 2024.

Employment Equity Committee

The employer reported that the elections of Employment Equity Committee (EE) members were concluded. The elected EE committee members were allocated to various directorates. The employer committed to training all the EE representatives. The process to procure a service provider is underway.

DBC representation

The parties agreed that Labour would qualify for five representatives and ten for the employer at the DBC meetings. The parties further agreed that four names would be submitted for the policy task team (PTT). The parties agreed to hold hybrid meetings for the PTT.

Phase 2 of the organisational redesign

The employer reported that phase one of the organisational design was completed in 2020. They reported that they intend to start phase two of the project. The employer aimed to align the organisational structure with the mandate of the department and the *Statistics Act*. The employer committed to providing a comprehensive report by the end of September 2024. The PSA noted the report and indicated that the presentation was information sharing and not a consultation process. The PSA will wait for a proper consultation process to begin. Members will be informed about the developments.

Filing of vacancies in the department

The PSA raised concerns about the non-filling of vacant posts in the department. The PSA cited the post of Chief Financial Officer (CFO) which has been vacant for a long time. The PSA emphasised that the non-filling of posts placed a great burden on employees to perform extra duties which affected their performance. The employer noted the concerns raised and committed to engaging their principals and providing feedback at the next DBC meeting.

Census

The PSA raised a concern that the employees who worked during the Census program were not compensated with the 10 days annual leave as agreed. The employer requested the PSA to submit the names of the affected employees by 31 May 2024, so that the matter could be investigated. A progress report will be submitted at the next DBC meeting.

Danger allowance

The PSA requested the employer to consider paying a danger allowance to employees performing duties outside the STATS offices. The employer noted the concern and committed to seek a mandate from its principals and report back at the next DBC meeting. The PSA would submit a comprehensive motivation to support the agenda item.

Subsidised vehicles

The PSA raised concerns that employers expected employees to lease vehicles instead of using the subsidy policy to allow employees to buy the vehicles after the contract had lapsed. The PSA emphasised that the leasing process was against the cost-cutting measures announced by National Treasury. The PSA requested the employer to provide the total cost of leasing vehicles, compared to utilising the subsidised vehicles. The employer noted the concern and requested to consult their principals and would provide feedback at the next DBC 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 a PSA Provincial Offices.

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GENERAL MANAGER

