



FOR PSA MEMBERS: **DEPARTMENT OF SOCIAL DEVELOPMENT (DSD)**

19-12-2024

Victory for PSA members at DSD

Employees in the National Department of Social Development (DSD) were informed by the acting Director General: DSD that the department will be closing for festive holidays from 27 December 2024 to 03 January 2025. In addition, the departmental circular on the closure of the department for festive holidays stated that those employees without leave days will incur unpaid leave for the period 27 December 2024 to 31 December 2024, three (3) days. According to prescripts on leave administration, the three (3) days of unpaid leave it is calculated as five (5) calendar days including the weekend. Previously and for several years, the Human Resource Management used to deduct leave credits for the future year to substitute for the closure of the department for those employees without leave credits so that they do not incur unpaid leave.

The PSA Branch Executive Committee together with the shop stewards intervened and held discussions with the employer to reconsider the decision of unpaid leave for those without leave days as it was not catered for in the departmental working hours policy. With the current tough times of the country's economy, public servants' inability to afford basic needs, and the recent skyrocketing GEMS member contribution increase for 2025, the PSA could not allow members to get their salaries further reduced by the department. The Department of Social Development is currently struggling with improving the low staff morale and implementing unpaid leave will just exacerbate the situation that the PSA is trying to resolve. Members should be informed that even the DSD policy on working hours, is completely silent on the closure which then does not give the department any right to implement the unpaid. Furthermore, the DPSA circulars advise the national and provincial departments to notify its employees on the closure of the department and to capture the leave days timeously. In this case, the DSD did not comply with the DPSA circulars and decided to inform the employees in October 2024 which does not provide the members with sufficient time to plan for their leave. The vigorous discussions between PSA and the acting DG made the acting DG reconsider and the circular stating the unpaid leave being retracted.

The PSA Branch Executive Committee together with the shop stewards submitted proposals to the employer in the best interest of the members and the employer issued a new circular on the closure of the department. The PSA is happy that the employer was properly advised and listened to the PSA. If the employer had decided to implement the unpaid leave of the closure of the department, the employer would have unlawfully implemented the decision that is not per the departmental policies.

This is a victory for the PSA members and the employees in the DSD. PSA remains the union representing most officials in the DSD and is continuously growing.

Employees who want to join the PSA can email molefe.mosaka@psa.co.za or send a WhatsApp message to 082 8890 8927 for a membership application form.

Reuben Maleka
GENERAL MANAGER