

## Feedback: DSI Annual General Meeting (AGM) and Departmental Bargaining Chamber (DBC) - 4 October 2024

### Vote weights

The AGM was held on 4 October 2024 where the following vote weights were presented for noting by parties:

Union	Membership	Vote weight
PSA	212	74.13%
Nehawu	73	25.52%
Popcru	1	0.35%

### DSI building renovations and interim accommodation

The employer reported that the tender for DSI building renovations was not yet advertised as the procurement strategy was not approved by the DPWI Bid Adjudication Committee. It further reported that the evaluation criteria will be as per directive from the DPWI Bid Specification Committee. As a temporary measure, the CSIR allocated the DSI portion of building 41 to accommodate its employees. The PSA noted the report and urged the employer to fast track the renovation of the building.

### Health and safety issues

The employer reported that an inspection was conducted on Building 53. The inspection team recommended that lights on the second and third floor be replaced, and warm water in the bathroom on the second floor be restored. The team further indicated that the sliding door at the reception on the third floor must be repaired. There was no injury on duty case reported. The PSA noted the report.

### Departmental vacancies

The employer reported that there are 111 vacant positions, which translated to a 22% vacancy rate. It was previously reported that 56 critical posts were identified. Owing to budget constraints the Department was unable to fill all positions. A total of ten priority posts were identified, six posts were filled. The Department would make submission for concurrence by the DPSA Minister for the remaining four positions. It was further reported that 18 contract positions, which were linked to the office of the Deputy Minister, were terminated. The PSA noted the report and raised a concern that the terminated posts will

create a gap and asked the employer to reconsider its decision. The employer indicated that the contract positions are filled by a complete staff component of the Deputy Minister.

### **DSI structure review**

The employer reported that the structure review process is underway. It further reported that it is in a process of revisiting the proposed structure with the newly appointed Executive Authority as per directive from the DPSA. The employer committed to provide an update once consultation with the executive authority is concluded. It envisaged to implement the process by the end of this financial year. The PSA noted the report and urged the employer to consult through the task team to allow further engagements and submission of inputs.

### **Departmental policies**

The seven draft policies were consulted with members for inputs and subsequently deferred to the policy task team for consultation. No inputs were received from members. Subsequently, the following policies were tabled for adoption at the DBC: HIV/Aids and TB Management, Health and Productivity Management, Employee Wellness Management, Change Management, Migration Strategy and Plan, Travel and Accommodation and Supply Chain Management.

### **December closure**

The employer tabled a proposal for the Department's closure during the festive season for deliberations at the DBC. The employer proposed the following options:

**Option 1:** Department closure recommended from 23 to 31 December 2024 (five working days)

**Option 2:** Department closure recommended from 27 to 31 December 2024 (the working days).

The majority of PSA members opted for Option 1. The employer will pronounce the final option in due course.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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GENERAL MANAGER