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SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES (DWYPWD)**

14-10-2024

Feedback: Departmental Bargaining Chamber - 9 October 2024

Feedback: Review of organisational structure

It was previously reported that the organisational structure has been approved and is currently in implementation phase. The employer confirmed that a presentation on the status of the structure was made to the Minister. Additionally, recommendations from the placement committee have been submitted to the Minister for approval. The PSA requested the employer to provide a timeline for the approval process. The employer was unable to commit to a specific time frame, citing uncertainty regarding when the Minister would sign off on recommendations. The PSA will continue to monitor these developments closely.

Preventative and Management of Sexual Harassment Policy

The employer reported that it has submitted a proposal to change the policy title to the Policy on Prevention and Elimination of Harassment in the Public Service World of Work. It was further noted that the DPSC has issued Circular 54 of 2024, and the Department is in the process of aligning its policy with this Circular. The PSA acknowledges the report.

Recruitment and Selection Policy

Members will recall that the PSA tabled the Policy following complaints from members that the employer is implementing the policy without following the consultative process. The employer reported that the policy is still under discussion at the policy task team. The PSA noted the report.

Working from Home Policy

The employer reported that the Department has consulted with National Treasury and the Presidency regarding the proposed work-from-home policy. It received encouraging feedback and is now drafting the policy to align with these Departments. The PSA appreciated the update but enquired on the timeline for sharing the draft policy with labour. The employer indicated that the draft policy would be available by the end of November 2024.

OHS compliance/Office accommodation

The employer reported that the Directorate responsible for this item was not present at the meeting for reporting. The PSA demanded that a written report be shared with labour. The employer committed to circulate the policy by the end of business on 9 October 2024. The PSA noted the report.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER