



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

15-08-2024

## Feedback: DWYPWD Departmental Bargaining Chamber

At the recent meeting, the following agenda items were discussed:

### Determination of vote weights

An annual General Meeting for the DBC of the DWYPWD was held on 13 August 2024 where the following vote weights were presented for noting by parties:

- PSA: 74 = 62.18%
- Nehawu: 43 = 36.13%
- Popcru: 2 = 1.69%

The PSA welcomed and noted the presentation of the vote weights.

### Feedback: Review of organisational structure

It was previously reported that the organisational structure was approved and is now at implementation stage. The employer is busy arranging a meeting with the new Minister to brief her on the status of the matter. The PSA enquired about the time frame for the structure to be implemented. The employer indicated that the implementation of the structure was delayed by the transition of the new Ministry and that it would be difficult to commit to the date until the office of the Minister confirms the date for the meeting. The employer further committed to sharing information with labour should there be any developments before the next meeting. The PSA noted the report and will continue to monitor developments.

### Preventative and management of Sexual Harassment Policy

The employer reported that *DPSA Circular 54 of 2024* on the Prevention and Management of Sexual Harassment was received and the Department is busy aligning its policy with the Circular. It reported that a draft policy will be shared with labour as soon as it is ready. The PSA welcomed 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 by the policy task team. The PSA noted the report. Members will be informed of developments.

## Remote Working Policy

The employer stated that the remote working policy is still under development. Currently, the Department is consulting with other departments to benchmark their remote working policy policies. The PSA raised concerns about the inconsistency in allowing some employees to work from home since 2021 whilst others have not been afforded the same opportunity. In response, the employer submitted that the Departmental Director-General has authorised managers, through a signed memo, to exercise their discretion in allowing employees to work from home. This temporary measure will remain in place until a formal remote working policy is established. The PSA acknowledged the report but emphasised that it will continue to press the employer for the swift finalisation of the policy.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER