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FOR PSA MEMBERS: FREE STATE DEPARTMENT OF SOCIAL DEVELOPMENT (DSD)

27-11-2024

Feedback: Free State DSD - Guidance on signing of Minimum Service Level agreements at Social Development Centers

In light of recent developments, the PSA wishes to clarify concerns regarding a meeting convened by the employer with shop stewards to discuss Minimum Service Levels. The meeting explored staffing requirements during strike actions and the potential signing of agreements.

Key clarifications

Consultation focus

Discussions during the meeting are strictly for gathering input on the minimum staffing levels necessary to maintain essential services during strike actions. This process does not include signing any agreements at this stage.

Employer's stance

Following telephone consultations with Mr Finger (HR Director) and Mr Machema (Deputy Director: Labour Relations), it was confirmed that the current stage is solely a consultation process. Minutes from these discussions must be submitted to Mr Machema for record-keeping purposes.

Member participation

PSA members and shop stewards are encouraged to engage constructively and share their insights on what constitutes the lowest staffing levels required to sustain operations during strikes.

Next steps

The information gathered during these consultations will be forwarded by the employer to the Essential Services Committee. Only after this step will the matter return to the relevant bargaining forums for further union discussions. This consultation phase aligns with feedback provided in the PSA's *Informus* issued on 4 October 2024, following the Public Service Coordinating Bargaining Council (PSCBC) conciliation meeting on the Minimum Service Level Agreement.

PSA commitment

The PSA remains steadfast in ensuring that the interests of members are protected throughout this process. Members are assured that no agreements will be concluded without union representation and proper deliberation at bargaining forums.

For any queries or additional information, members are encouraged to contact their PSA representatives.

Reuben Maleka
GENERAL MANAGER