

FOR PSA MEMBERS: **NATIONAL DEPARTMENT OF TOURISM (NDT)**

04-07-2024

## Feedback: Consultation for Policy Review

### Review of Gender Policy

The policy is intended for the promotion of gender equity through gender mainstreaming and redressing historic inequalities in the workplace. It applies to all employees of the Department of Tourism and other persons who have dealings with the Department. The policy aims to promote gender equality across all job categories and ensure that all genders, youth, and persons with disabilities are provided with equal access to opportunities and participation in all spheres of decision-making.

The policy provides a gender machinery, which directs the creation of an enabling environment that will promote women's empowerment and gender equality. It further requires the Department to ensure the fair and just distribution of resources, benefits, and responsibilities. Furthermore, it requires the Department to use the knowledge of gender differences to overcome biases in service delivery to target and benefit all genders effectively in terms of their practical gender needs.

The policy further provides the roles and responsibilities of the Gender Focal Point, Branch Managers, and managers. It directs the Department to establish a Gender Forum comprising of representatives of the Women's and Men's Forum, Youth Forum, Transformation Consultative Forum, Disability Management Forum, and Branches. The functions of the Gender Forum are outlined in the policy, which include giving effect to the Gender Equality Strategic Framework in its social, economic, legal, and developmental context.

Members are urged to go through the policy and consider if it adequately caters for the protection of vulnerable groups and promotes their interests. Inputs on the policy should be sent to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) on or before **9 July 2024**.

### Policy on Mobile Communication Services (Cellphones and DATA)

The PSA raised a concern regarding the employer's review and approval of the Cellphones and DATA policy without consulting labour in terms of the Departmental Bargaining Chamber processes. It was noted with shock that the policy was reviewed and approved on 13 May 2024 and at no stage was it tabled at the DBC for input. The process of reviewing policies is that these are formally tabled at the DBC and a presentation made to labour in a Policy Task Team, which is comprised of labour. Thereafter, the employer allows labour to consult members to provide inputs. The employer is fully aware of this process and opted to not follow it when reviewing the Cellphones and DATA policy.

The employer indicated that the reason it did not follow the consultation process is that the Cellphones and DATA policy is a financial policy, and it is of the view that it does not have the obligation to consult on financial policies. The PSA opposed the employer's view and reminded the employer that consultation on policies is a legal requirement and that financial policies are not excluded. The Cellphones and DATA policy applies to employees and places them under obligations, which if not fulfilled, may result in disciplinary action against them. Employees have a right to know the terms of the policy and make inputs on it. The PSA demanded that the employer should withdraw the reviewed policy and follow the correct processes to review the old policy. The employer indicated that it would consult the Accounting Officer on the PSA's demand and revert with a response.

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.

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GENERAL MANAGER