

## Feedback: Presidency Departmental Bargaining Chamber (DBC) - 20 November 2024

### Reconfiguration of Organisational Structure

During the previous round of reporting, the employer was unable to present on the Reconfiguration of the Organisational Structure as internal discussions were still ongoing. It was agreed that a special Chamber meeting would be convened to deliberate on the matter, however, it did not happen. The employer indicated that management was currently working on a service delivery model plan, which will provide insights into how the Presidency will be structured. The employer committed to share the plan with labour for comments and inputs. The PSA noted the report and urged the employer to prioritise the Reconfiguration of Organisational Structure.

### Leave Automation System

Members are aware that Leave Automated System commenced from April 2024. However, the procurement of computers for employees who do not have access to laptops was still underway. The employer reported that the procurement process for procuring computers is still underway. It further reported that labour's concerns about the system are being addressed. The PSA noted the report and urged the employer to conclude the procurement of computers to avoid discontent amongst employees.

### Filing of critical posts

The employer had previously reported that ten critical posts were identified for advertising and that a submission recommending the advertisement was generated for management approval. The employer reported that the submission was not approved owing to unavailability of funds although there are ongoing meetings with Treasury to find a solution. The PSA noted the report and urged the employer to fast-track the process as employees will experience burnout owing to the non-filing of vacant posts.

### Nomination of Union Buildings as World Heritage Site

Members will recall that the employer previously reported that the Union Buildings' nomination as a World Heritage Site had been confirmed without providing details on how employees would be affected. The PSA enquired regarding the impact and benefits to employees. The employer reported that employees will not be negatively affected. It reported in the meeting that the task team meeting was held where a presentation providing general guidelines for all World Heritage Sites in the country was shared. The PSA noted the presentation and urged the employer to arrange briefing sessions with employees. The employer acceded to the request and will commence early next year with such meetings.

### **Financial manual calculations for role-player allowance**

The employer had reported that National Treasury had released the updated Financial Manuals for 2019 and that employees who qualified for the allowance will be paid using the new tariffs retrospective to 1 July 2019. Furthermore, it was reported that Secretaries and Registry Clerks were paid appropriately, with the remaining categories receiving payment after the adjustments were finalised. The employer reported that all employees had received their allowances and that it had completed the outstanding payments. The report was well received by the PSA.

### **Information Security Policy**

The employer tabled the Information Security draft Policy at the DBC. The policy aims to communicate management's intent for information security, provide direction and support, establish a security-conscious culture and provide the mandate to address information security risks throughout the Presidency. The policy delegates specific roles to the IT Unit to clarify accountability lines. It further provides clear guidelines on the execution of IT security-related duties. The policy applies to employees in the Presidency including contractors, temporary employees, and outsourced service providers. The draft policy was deferred to the policy task team for further consultation and discussion. Members are urged to peruse the policy (*attached*) and submit comments and inputs to the PSA Chairperson at [Mahlatse.ditle@presidency.gov.za](mailto:Mahlatse.ditle@presidency.gov.za) or [Velucia.maluleke@psa.co.za](mailto:Velucia.maluleke@psa.co.za).

### **Payment: Pay Progression**

The PSA has requested the employer to provide an update regarding payment of pay progression for the 2023/24-financial year as it is long overdue. The employer responded that the submission requesting approval for payment of pay progression for the 2023/24-financial year is en route to management. It was further reported that it intended to conclude payments before the end of the year.

### **Discipline Management Report**

The PSA tabled this item at the DBC after observing that the employer did not manage disciplinary issues properly in accordance with relevant resolutions and legislation and requested that the employer must provide an updated report quarterly, which included grievances handled, misconduct cases, arbitration, suspensions, and Labour Court cases. The employer acknowledged the submission and stated that it would revert to PSA in the next DBC.

Members will be updated on developments.

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 a PSA Provincial Office.

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