



FOR PSA MEMBERS: DEPARTMENT OF TOURISM (DoT)

01-11-2024

Feedback: DoT Annual General Meeting (AGM) and GPSSBC Chamber meeting

The Annual General Meeting (AGM) was held on 31 October 2024, where the following vote weights were presented for noting by parties:

Union	Membership	Vote weight
PSA	249	59.29%
Nehawu	170	40.48%
Popcru	1	0.23%

Parking allocation

The employer reported that parking space is still a challenge and that around 56 employees are on the waiting list. Recently, only three parking spaces opened and were allocated using the seniority consideration as two were Deputy Directors and one Senior Management Service employee. The PSA raised concerns about the high number of employees on the waiting list, noting the danger of parking cars outside owing to crime in the area. The PSA requested the employer to consider alternatives to accommodate these employees, however, the employer was not willing to commit. The PSA will explore alternatives and submit these to the employer for consideration.

Occupational health and safety compliance

The employer reported that there is compliance with the *OHSA*, and all issues were addressed. The PSA raised concerns in that a written report was submitted prior to the meeting and the employer did not provide comprehensive feedback. The employer undertook to provide a written report as soon as possible.

Gender policy: Review

The policy was adopted after consultation with labour. The employer will ensure administrative processes are undertaken for the policy to be signed and distributed to employees.

Cellphone policy

Members will recall that the PSA tabled the matter after the employer reviewed the policy without consultation. The employer's answer was that financial policies are not consulted, meaning it is the

employer's prerogative. After much deliberation, the PSA invoked Clause 17 of the GPSSBC Governance Rules and declared a dispute. The PSA will await the date of the facilitation meeting.

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 a PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER