



InformUS



FOR PSA MEMBERS: DEPARTMENT OF TOURISM

03-04-2025

Facilitation: Cellphone policy – 3 April 2025

Members were informed that the employer unilaterally reviewed and implemented the policy without consulting organised labour. In response, the PSA demanded that the policy be tabled at the Departmental Bargaining Chamber (DBC) for proper consultation, as the policy directly impacts employees.

The employer initially declined the PSA's demand, stating that financial policies are not subject to consultation. Further engagements took place at various Departmental Chamber meetings; however, no resolution was reached. Subsequently, the PSA invoked Clause 17 of the GPSSBC Resolution 1 of 2012 (Governance Rule), leading to a facilitation session on 3 April 2025.

During the facilitation, the parties agreed to refer the policy back to the DBC for consultation. The draft cellphone policy will be tabled as an agenda item at a special DBC meeting on **10 April 2025**. The reviewed draft policy will be shared internally with PSA members through the PSA Chairperson, inviting input. Members are encouraged to fully participate to ensure that the policy protects employees' rights.

Your input will help safeguard reasonable access to communication tools and prevent overly restrictive policies that might negatively impact work efficiency.

Employees who want to join the PSA can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER