



FOR PSA MEMBERS: DEPARTMENT OF WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (DWYPWD)

12-02-2025

Consultation for policy review

Labour Relations Policy

The employer has presented a draft Labour Relations Policy for review at the Policy Task Team (PTT). This policy is designed to promote positive and constructive labour relations between the employer and employees, ensuring fairness and consistency in all labour-related decisions. The draft policy seeks to encourage the fair, uniform, and transparent application of labour relations processes and practices across the Department. It applies to all employees and aims to create a structured framework for managing workplace relations, disputes, and engagements between employees and the employer.

The employer has provided the draft Labour Relations Policy with proposed changes for consideration. As part of the consultation process, members are encouraged to review the document and submit their inputs to ensure that the final policy protects employees' rights and promotes fair labour practices.

Remote Working Policy

The employer has drafted a Remote Working Policy and presented it to the Departmental Policy Task Team for consultation and input. This policy is intended to regulate remote working arrangements for employees whose roles allow them to perform their duties outside the office environment. The primary objective of the policy is to establish structured, creative, and responsible remote working arrangements that enhance both individual and organisational performance. The employer aims to ensure that remote working is implemented in a manner that maintains productivity whilst providing employees with the flexibility to deliver their services remotely.

As part of the consultation process, members are encouraged to review the draft policy and submit inputs. Members' feedback is crucial in ensuring that the policy adequately addresses employees' concerns, including working conditions, performance expectations, and any potential challenges that may arise from remote working arrangements.

Members are requested to submit their inputs no later than **14 February 2025** to either the PSA Chairperson, Silomo.Khumalo@dwypd.gov.za, or the PSA Chief Negotiator, Patricia.Hamese@psa.co.za. Members' contributions will assist the PSA in engaging with the employer to secure fair and balanced policies that benefit all affected employees.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER