



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

19-03-2025

## Feedback: DYWPD Departmental Bargaining Chamber (DBC) – 13 March 2025

### Review of organisational structure

It was previously reported that the recommendation from the placement committee was forwarded to the Minister for approval. The employer indicated that internal processes are underway, and feedback will be provided to labour once a response is received from the Minister. The PSA expressed disappointment with the delay in finalising the process. The PSA urged the employer to continue consulting until the process is fully completed.

### Prevention and Elimination of Harassment in the Public Service World of Work

The employer had previously submitted a proposal to change the policy title from Preventative and Management of Sexual Harassment Policy to Prevention and Elimination of Harassment in the Public Service World of Work. The employer reported that it will first take training by the DPSA before presenting the policy to parties at the DBC. Labour noted the report and suggested that the policy be removed from the agenda with an understanding that it will be re-tabled once the employer finalises training.

### Occupational health and safety (OHS) representatives designation

The designation of the OHS representatives was presented and deliberated at the sub-task team. Labour was afforded an opportunity to provide inputs. The sub-task team reported that it has finalised deliberations. The PSA noted the report.

### Recruitment and Selection Policy

Members will recall that the PSA tabled the Recruitment and Selection Policy in response to member complaints about the policy's implementation without input. The employer distributed the policy to the task team for consultation and review. The task team reported that the consultation had concluded and recommended that the policy be approved. The PSA acknowledged the policy and will ensure that it fulfills the intended purpose. Members are encouraged to familiarise themselves with the policy.

### Occupational Health and Safety: Compliance/office accommodation

The employer conducted a fire drill exercise, which was designed to ensure that staff knew how to exit the building calmly and promptly if a fire broke out. It was also reported that incident reporting and first-aid

training had been completed. The PSA acknowledged the report and demanded that the employer must share a written report with labour before Departmental Chamber Meetings.

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

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GENERAL MANAGER