



FOR PSA MEMBERS: **THE PRESIDENCY**

06-03-2025

Presidency: Departmental Bargaining Chamber feedback

Optimisation of Presidency structure

The employer requested that the agenda item previously titled “Reconfiguration of the Structure” be amended to “Optimisation of the Presidency Structure”. The employer reported that it is in the process of developing an organisational structure, which would be presented at its strategic session on 28 February 2025. The report will be shared with labour in the next DBC meeting. The PSA acknowledged the update.

Leave automation system

The employer reported that the procurement process for purchasing computers for employees without access to laptops has been finalised. Additionally, a designated area where employees can use these computers has been identified. Whilst the PSA welcomed the report, it reiterated that labour’s concerns regarding the system remain unresolved. The employer committed to engaging with the IT component to address these concerns.

Filing of critical posts

Previously, the employer reported identifying ten critical posts for advertisement and initiated a submission for management approval. The employer has now confirmed that nine out of the ten positions were approved for advertisement, with the recruitment process underway. The PSA welcomed the progress but urged the employer to expedite the process, as employees continue to experience burnout owing to the prolonged vacancies.

Nomination of Union Buildings as World Heritage Site

The PSA previously requested the employer to schedule briefing sessions to inform employees about the implications and benefits of the Union Buildings' nomination as a World Heritage Site. The employer confirmed that internal processes are ongoing and that a briefing session will be scheduled soon. The PSA urged the employer to finalise the process promptly to prevent uncertainty amongst employees.

Payment of pay progression

The PSA had demanded that the employer finalises the overdue payment of pay progression for the 2023/24-financial year. The employer confirmed that qualifying employees received their payments in January 2025. The PSA acknowledged the report and emphasized the importance of timely payments in future to prevent employee dissatisfaction.

Discipline management report

The PSA had raised concerns regarding the employer's management of disciplinary matters, requesting an updated quarterly report covering grievances, misconduct cases, arbitration proceedings, suspensions, and Labour Court cases. The employer submitted an incomplete report, omitting crucial information. The PSA expressed disappointment, stating that the report did not fulfil its intended purpose. The employer was urged to provide the outstanding information to enable proper monitoring and compliance.

Policy adoption

The Policy Task Team reported the finalisation of the following policies and requested their adoption and removal from the agenda:

- Language Policy
- Dress Code Policy
- Funeral and Bereavement Policy
- Corporate Wear: Uniform and Protective Clothing Policy
- Harassment Policy
- Code of Conduct Policy
- Information Security Policy

The PSA acknowledged the report and will monitor the implementation of these policies to ensure that they effectively achieve their intended objectives.

Members will be updated on developments.

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

Reuben Maleka
GENERAL MANAGER