

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION  
(DPSA)

13-11-2019

## Feedback: Departmental Chamber Meeting

### Recommended macro-organisational structure by DPSA

As previously reported, labour provided the employer with input on the proposed structure. The employer reported that it is consolidating the input from labour and once finalised, it will be presented to the Chamber before it is signed off by the Minister.

### Non-filling of budgeted vacant positions

The employer reported that there are 53 funded vacant positions since 2013 with only 23 positions unfilled in 2019. It was stated that the reason for not filling the positions was a shortage of competent job-evaluation panel members and subsequent delays in submissions for approvals. Labour raised concerns about the lack of progress on the filling of funded vacant positions, which has resulted in an unnecessary increase in the workload of members. Labour demanded that the processes in the Department should be finalised and that an updated report be tabled at the next meeting.

### Review: Human Resource Policies

The employer reported that the Internship, Bereavement, Recruitment and Selection Policies are at an advanced stage and will be tabled for consultation.

### Merging: Food-Aid Service and Cleaning functions

Labour committed to send a consolidated job profile for the job evaluations process by 29 November 2019.

### PMDS 2015/17 and 2016/2019: Non-payment

Labour declared a deadlock after the employer failed to provide a progress report. The facilitation meeting will be on 4 of December 2019.

### Information: Staff levels, human resource costs and other expenditure

The PSA tabled the matter owing to the perception being created on other platforms that the Public Service is bloated. The PSA gave the employer 30 days to provide the following information:

- Current approved structure and personnel costs
- Current vacant positions and savings from unfilled vacant positions
- Number of vacant posts advertised and, in a process, to be filled in the last six months
- Outsourced services and the cost of such services
- Amount spent on labour-related cases per year for the period of five years

- Amounts indicated by the Auditor-General to be fruitless and wasteful expenditure for the financial year 2018/19

Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER