



FOR PSA MEMBERS: DEPARTMENT OF TRANSPORT

03-08-2022

PSA at work in Department of Transport

Confirmed vote weights for Departmental Bargaining Chamber (DBC)

The following vote weights were noted and adopted by the DBC for Transport:

Trade Union	Membership	Vote weight
PSA	342	55.86%
UNIPSA	0	
NUPSAW	1	
NPSWU	0	
HOSPERSA	0	
Total	343	
NEHAWU	265	43.16%
Total	265	
POPCRU	6	0.98%
PAWUSA	0	
SADTU	0	
Total	6	
GRAND TOTAL	614	100.00%

The PSA appreciates all members who have been loyal to the Union and continue to see its value. As a majority Union in the Department, the PSA consistently gives members value for money by providing the best representation in grievances and disciplinary hearings as well as promoting members' interests at the DBC.

Some achievements during past 12 months

- Additional to a number of grievances and misconduct cases where the PSA has defended members on an individual basis, the PSA made valuable inputs on several matters of mutual interest in the past year.
- As a member of the Improved Qualifications Task Team, the PSA made valuable inputs through members on the document that was developed for recognising improved qualifications for each post. The document is currently in its final stages for signature and submission to the DPSA. The PSA competently identified various gaps in the qualifications and requirements that were initially set, which

were raised and rectified. All inputs from PSA members, which added much value to the list, were accepted and incorporated.

- The PSA identified challenges with the Bursary Policy, which only caters for employees who enroll for studies at public tertiary institutions and not private institutions. This differentiation in the policy was raised as unfair discrimination by the employer and a deviation was obtained from the Accounting Authority to apply the policy to everyone for the past bursary intake. In the meantime, the PSA tabled the policy at the DBC for review and the process is currently underway.
- The PSA identified gaps in the Departmental Sexual Harassment Policy, which has not considered the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace. The Code that was signed into law by the Minister of Employment and Labour on 18 March 2022 extended the regulation against harassment in the workplace beyond sexual harassment and prohibits harassment of any nature in the workplace, including bullying.
- The PSA made significant inputs to the draft collective agreement on the working hours of security officers. The agreement is intended to regulate the working hours for security officers as shift workers to enable them to benefit from the shift allowance and other benefits that come with the proper regulation of shift work.

The PSA remains committed to serve and will always be the Union of Choice for its members.

GENERAL MANAGER