

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

04-10-2022

Feedback: Department Bargaining Chamber - 30 September 2022

Vote Weights

The following vote weights were presented for noting:

- PSA - 42,16%
- Nehawu - 55.88%
- Popcru - 1.96%

The PSA intends to become the majority Union by the end of this year so that it can continue to protect the rights and promote the interests of the employees in the Department.

Policies

The employer reported that about 16 policies were tabled in the previous DBC and were deferred to the task team for further deliberations with labour. It reported that task team meetings were held and inputs from labour were incorporated. Below are 9 policies which were adopted by the Executive Authority and will be sent to Manco for approval:

- Employee and Wellness Policy
- Health and Productivity Management Policy
- HIV, TB and STIs management Policy
- Overtime Policy
- Recruitment and Selection Policy
- SHERQ Policy
- Working hours Policy
- Code of Conduct Policy
- Job Evaluation Policy

The employer further indicated that the Prevention and Management Sexual Harassment Policy will be withdrawn because there are impending changes from DPSA, therefore as soon as DPSA effects those changes the policy will be re-introduced. It reported that the Leave Management Policy, HR Development,

Internship Policy, Remote Work Policy, and Reasonable Accommodation Policy are still being developed by the Practitioners and they will be tabled as soon as they are ready. The task team meeting will be arranged before the end of October 2022 to deal with outstanding policies. Labour noted the report.

Members will be kept informed of the developments.

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

GENERAL MANAGER