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SERVICE EXCELLENCE

FOR PSA MEMBERS: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

10-11-2023

Feedback: Special Departmental Bargaining Chamber (DBC) meeting – 9 November 2023

Vote weights

The vote weights were pronounced in terms of the provision of clause 8, 9, and 10 of the Constitution of the Council. The PSA remains the majority Union, with the following figures announced by the secretariat for noting by parties:

Union	Membership	Vote weight
PSA	14 366	71.59%
Nehawu	5 561	27.71%
Popcru	141	0.70%

As the majority Union, the PSA will continue to serve members by protecting their rights and promoting their interests.

Regional Communications Officers: Job Evaluation (NPA)

The PSA was approached by Regional Communications Officers, requesting for their position to be upgraded from level 10 to level 12. They indicated that their counterparts in the same positions were paid at level 12. Their duties and responsibilities increased substantively over the years, without upgrading the position. The Officers report directly to the Director of Communication at the Head Office. Subsequently, the PSA tabled the matter for engagement. The employer acknowledged the demand tabled by the PSA. The employer indicated it could not upgrade the position without conducting a job evaluation process. The DPSA suspended the job evaluation system until further notice. The employer reported receiving a directive from the DPSA that a new service provider was appointed to develop and implement a web-enabled job-evaluation system for the public service with effect from 1 April 2024. The employer committed that once the new job-evaluation system is up and running, the post of Regional Communication Officer will be given first preference. The matter remains on the agenda of the DBC until it is finalised.

Members will be informed of 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 PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER