



FOR PSA MEMBERS: **DEPARTMENT OF SPORTS, ARTS AND CULTURE (DSAC)**

20-11-2023

Feedback: Departmental Bargaining Chamber meeting – 14 November 2023

Vote weights

The administrator of the Chamber, as per the provision of the Constitution clause 16.1 of Resolution 1/2012, Governance Rules for the Chambers, tabled the revised determination of vote weights for unions as follows:

Union	Membership	Vote weight
PSA	215	53.09%
Nehawu	189	46.66%
Popcru	1	0.25%

The PSA is committed to serving members by protecting their rights and promoting their interests.

Provision of tools for trade

The employer reported that employees at the National Archives and the old library building were provided with 3Gs. Labour wanted to know how many employees were issued and how many of those were routers. The employer was not able to report on the number. Labour requested that the employer reports accurate information in the next DBC meeting. Labour enquired if shared routers were active. The employer indicated that these were still inactive. The process to provide devices to the old library building will be completed by June 2024. Only 3G devices have been provided to ensure connectivity. Ten shared routers can accommodate 32 users each that were issued. The Chief Information Officer indicated that all permanent staff members at National Archives had network connectivity in terms of pocket routes. The employer reported that issues of connectivity are governed by SITA, an open tender was issued, cancelled, and re-issued, and eventually the service provider was appointed. The network point routes have been identified but the companies will be closing during December and there are no dates confirmed for completion.

Organisational structure/review/design

The employer reported that the macrostructure was completed. It is currently busy with the microstructure. The draft structure was not submitted to the DPSA, as it wanted to consult with labour

first. Labour insisted that the draft organisational structure must be consulted sufficiently. The matter was deferred to the next DBC meeting for further engagement.

Recruitment and selection

The employer made a presentation on existing permanent posts and contract workers. The posts of Interns were excluded from the presentation, as these do not form part of the establishment. The posts for Interns will be filled by 1 April 2024 and these will not be affected by cost-containment measures imposed by Treasury. Labour enquired about critical posts such as Language Practitioners' posts. The employer indicated that the posts of Language Practitioners and other critical posts will be subjected to a job-evaluation process as soon as the new system is implemented by the DPSA.

PMDS

The employer presented statistics on a slide and reported 92.96% performance assessment compliance for all four programs. The Department will implement consequence management for any non-compliance regarding performance assessment.

Policies

The following draft policies were tabled by the employer and noted by labour to be discussed with the policy task team for consultation. Copies of the draft policies will be distributed to all members by the PSA chairperson for input and comments.

- Recruitment and Selection Policy
- Special Leave Policy
- Overtime Remuneration Policy
- Employment Equity Policy

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