

Feedback: NSG Departmental Bargaining Chamber Meeting – 12 July 2023

Vote Weights

The Administrator of the Chamber, as per the provision of the Constitutional clause 16.1 of Resolution 1/2012, Governance Rules for the Chambers tabled the determination of vote weights for Trade Unions as follows:

Trade Union	Membership	Vote weights
PSA	118	69.41%
NEHAWU	52	30.59%
POPCRU	0	0.00%

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

DPSA Consultation on the Deviation from Filling Performance Agreements

The employer decided not to consult the DPSA about the deviation to complete performance agreements before the organisational structure is approved. The PSA objected to such a decision and reserved its right to invoke clause 17 of the GPSSBC governance rules. The secretariat indicated that the matter will be escalated to the council to guide whether the matter could be facilitated again or be referred for a dispute resolution process. Members will be kept informed of developments.

Transformation and Re-organising process at the NSG

The employer reported that it was in the process of finalising the close-up report. The PSA reminded the employer that there was still one employee who has not been placed accordingly and urged the employer to fast track the process before the close-up report was completed.

Restructuring: Inconsistent Selective Conversion and Upgrading of Certain Occupational Classes

The PSA welcomed and supported the decision to convert posts from personal assistants to senior administration officers, to create career pathing for employees. PSA urged the employer to consult labour sufficiently on the matter. The employer committed to engaging labour throughout the conversion process.

Diversity and Inclusion Strategy and Recruitment and Selection Policies

The employer reported that these draft policies were still consulted internally and would table them at the special DBC for further deliberation.

Training and Development Policy – Employer

The draft policy was withdrawn because it was submitted late to the DBC.

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.

GENERAL MANAGER