

FOR PSA MEMBERS: **NATIONAL SCHOOL OF GOVERNMENT (NSG)**

17-11-2023

Feedback: Departmental Bargaining Chamber (DBC) -16 November 2023

Redetermination of vote weights

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

Trade Unions	Membership	Vote Weights
PSA	117	68.82
NEHAWU	53	31,18
POPCRU	0	0

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

The Transformation process at the NSG

The employer reported that a close-out report was submitted to the Secretariat of the DBC. The PSA indicated that the close-up report cannot be adopted before the Minister approves the deviation about the submission of the performance assessment. The PSA maintained that it would be difficult to proceed with the transformation process if the 24 affected employees could not complete and submit their performance assessment reports. Their supervisors are no longer in the department. The PSA requested that the matter be referred to the Secretary of the Council to assist in resolving the matter.

Re-organising process

The employer reported the close-out report shared through the Secretariat of the DBC, and it is tabled for noting. Labour indicated that the report was only received at the meeting and did not get an opportunity to peruse it. Labour proposed that a special DBC be convened to discuss the close-out report.

Diversity and Inclusion Strategy and Recruitment and Selection Policy

The employer reported that both the Diversity and Inclusion Strategy and Recruitment and Selection policies were presented, and discussed and labour concurred that they could be adopted.

Departmental policies

The employer tabled two draft policies and requested to commence with consultation processes and labour supported the motion. The draft policies are *attached*, and members are requested to peruse the following attached draft policies and send their inputs to zamani.dladla@psa.co.za and Velucia.maluleke@psa.co.za by the 30 November 2023:

- NSG Reviewed Training & Development Policy
- NSG Reviewed Service Termination

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