



FOR PSA MEMBERS: KWAZULU-NATAL (KZN) DEPARTMENT OF ECONOMIC
DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS

26-08-2025

Feedback: KZN Department of Economic Development, Tourism and Environmental Affairs GPSSBC task team meeting

The PSA was invited to attend the KZN Department of Economic Development, Tourism and Environmental Affairs GPSSBC task team meeting scheduled for 20 August 2025 as per the *attached* agenda for the meeting. Through the Chairperson, the quorum was confirmed, and the meeting began. At the start of the meeting, the minutes of the previous meeting were agreed and seconded. The employer party then wished to add one item to the agenda relating to the request for an updated list of shop stewards representing the different unions in the Department. The employer emphasised that such a list should be provided to the Department in a month or so to help the Department identify shop stewards per recognised union in the Department. The following matters were discussed:

Progress of structure

It was again reiterated that this item was referred to the HR Forum where progress of the structure will be tabled to the HR Director for his inputs. Stakeholders reminded each other that after inputs from the HR Director, the same item will be tabled at the Provincial GPSSBC Chamber since it is transversal in nature.

Payment of EPMDs

Organised labour and the employer party confirmed that all outstanding EPMDs payments were paid and there were no further enquiries related to the issue from members and/or employees. Stakeholders agreed that the item should be removed from the agenda of the next meeting as the matter has been finalised.

Working hours policy

The employer stated that the item was tabled by the PSA. The official working hours were of particular concern to some Environmental Management officials who joined the Department of Agriculture. The official hours of work for the Department are from 08:00 to 16:30 whilst Environmental Management officials used to observe 07:30 to 16:00 as official hours and as such some continue with this arrangement. The Department has a 40 hour per week flexi working hours policy that remains an internal

arrangement between supervisors and employees. However, the same arrangement must not conflict with the hours that were communicated to the public that should be served. On this issue it was confirmed by the employer party that as previously requested, the Department issued a draft working conditions circular, which was circulated on 4 August 2025, for further input from employees. The item will be dealt with at the next meeting.

Upfront R500 for official cellphones

The Chairperson confirmed that as per the previous meeting the Department has revised this policy to reduce the escalated amount of R500. The new rates will be in accordance with the salary levels of employees with amounts ranging from R150, R200, and R300. This will be confirmed through the office telecommunications after management consultation and approval. It was agreed that the item will be finalised at the next meeting as it is still awaiting approval from the relevant authority. The value of the device will be determined based on the certain percentage of the total value of the device.

Resolution

The employer undertook to further issue a circular to inform employees once the approval has been obtained. Further reporting back on the status will happen at the next meeting.

Date of next meeting

The next meeting as per the annual schedule is **22 October 2025**.

Employees who want to join the PSA can reach Zweli Msane (Organising/Marketing Officer) on **082 880 8944** / Zweli.Msane@psa.co.za or Zinhle Manyoni on **063 400 1036** / Zinhle.Manyoni@psa.co.za.

Reuben Maleka
GENERAL MANAGER