



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

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01-12-2025

## Feedback: DSAC Special Departmental Bargaining Chamber (DSAC) - 26 November 2025

### Policy on Job Evaluation and Grading

The employer indicated that this policy, which aims to provide guidelines on the standardisation of the job evaluation process and ensure consistency with the implementation of outcomes to the Department, was sufficiently consulted by the Policy Task Team and that all inputs by parties were effected, and proposed endorsement. The PSA confirmed that the Union was sufficiently consulted, and the policy was endorsed. To refresh members' memories, the policy is *attached* with brief presentation on key areas.

### Draft Reviewed Organisational Structure

Members are aware that in March 2025, the PSA invoked section 17 of the GPSSBC Governance Rules to persuade the employer to table a Reviewed Organisational Structure to ensure that the previously merged Department has one common structure as a single Department. Finally, the employer tabled the Draft Reviewed Organisational Structure and sought inputs. The PSA noted and welcomed the presentation of the draft, which is *attached* for members to submit inputs to the PSA Deputy Chairperson at [SiphoM@dsac.gov.za](mailto:SiphoM@dsac.gov.za) on or before **24 December 2025**.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER