



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

---

04-07-2025

## Feedback: DSAC Special Departmental Bargaining Chamber (DBC) - 3 July 2025

A special DBC meeting was held on 3 July 2025 at the request of PSA to discuss the following:

### Review of Organisational Structure

Members will recall that in the previous DBC, on enquiry by the PSA, the employer indicated that the reviewed structure is expected to be finalised by 30 June 2025, hence the request for a special Bargaining Chamber. In the meeting, the employer reported that there were only two branches that have not finalised their submissions, which are expected before the end of July 2025 as the reviewed structure must be aligned with the available cost of employees (COE) budget. It further reported that once all branches have made their submissions aligned to available budget, the draft structure will be routed to the Executing Authority and the DPSA for concurrence, which is expected to be finalised by the end of August 2025. The PSA was not pleased with the presentation, and it was agreed that the comprehensive report would be provided to parties during the 29 July 2025 Chamber meeting.

### Policies

The employer reported that the following policies were consulted at length with employees, discussed at the task team, and all inputs were considered and factored and proposed for endorsement:

- Asset Management Policy
- Draft Policy on Utilisation of Government Vehicles
- Overtime Collective Agreement
- Policy on Hybrid Working Arrangements
- Policy on Complaints and Complements
- S&T Policy

The PSA noted the proposal and confirmed to have participated in the consultation process and the policies were endorsed.

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

Reuben Maleka  
GENERAL MANAGER