



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

08-05-2025

Feedback: DSAC Departmental Bargaining Chamber – 6 May 2025

Recruitment and selection progress

The employer presented a list of all posts to be filled, some have been advertised, interviews held, and some are in the pipeline. The PSA indicated that from the list presented, there were critical posts in some sections that were not considered and proposed that an inclusive oversight task team should be established to ensure that all sections are catered for. The employer would consult its principals on the PSA's proposal to establish a task team for the prioritisation of positions and provide feedback within seven working days (16 May 2025). The PSA also enquired as to which structure was this list featuring on as the new proposed structure has not been approved. The employer indicated that it was using the old structure and the target date to get new structure approved is before the end of June 2025. The PSA indicated that it would sponsor an item for the organisational structure to be discussed in the next DBC as it was removed when parties deadlocked. The employer appreciated the gesture. The presentation was noted by the PSA and is *attached* for members' convenience.

Language Practitioners

The employer reported that a letter requesting a job evaluation coordination process of Language Practitioner occupational classification was submitted to the DPSA on 31 October 2024. A meeting was held on 19 November 2024 between organisational design and the DPSA job evaluation unit to discuss the request that the DSAC submitted. The DPSA indicated that it would provide the DSAC with the decision on the next steps to be taken. Noting that the response was not forthcoming, reminders were sent, and telephonic enquiries were made, requesting that the DPSA responds to ensure the finalisation of this matter. On 24 April 2025, the DPSA responded and indicated that it was unable to locate the response that had been prepared for the DSAC previously. As a result, it now needed to restart the process. The PSA indicated that this report is particularly concerning given that the matter has been pending for a long time and urged the employer to ensure that it is prioritised. The employer emphasised that the matter will be followed up until it is resolved and will be reported in the next Chamber meeting. The PSA also requested to be furnished with correspondence between the Department and the DPSA. The employer agreed to provide the PSA with this through the Chamber Secretary on or before 9 May 2025.

Guidelines to manage service delivery during water interruptions in workplace

Members are aware that the PSA had tabled the matter regarding the guidelines to manage service delivery during water and power interruptions in the workplace. The employer reported that the guidelines have been discussed and agreed to at the Policy Task Team meeting and proposed for endorsement. The PSA commended the employer for the seriousness displayed in dealing with this, which has now ensured that there is a clear direction to be adhered to in the event of water supply interruption and power failure. The guidelines are *attached* for members' convenience and have been renamed *SOP Maintenance and Repairs*.

Election: Chairperson and Vice-Chairperson of Chamber

The PSA is pleased to announce that Siphon Manganyi was elected as Chairperson of the Chamber. The employer indicated that it would provide the second Vice-Chairperson name through the Secretariat

Policies

The employer tabled the *Asset Management Policy, Policy on Job Evaluation and Grading, S&T Policy, Policy on Hybrid Working Arrangements, Overtime Collective Agreement, Policy on Utilisation of Government Vehicles, and Policy on Complaints and Complements*, which was noted by the PSA for further discussion in the Policy Task Team. The policies are *attached* for members to provide inputs to Revina.Lawrence@dsac.gov.za and Siphon.Manganyi@dsac.gov.za on or **before 15 May 2025**.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER