



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

12-11-2025

Feedback: GPSSBC DSAC Departmental Bargaining Chamber Meeting

A Special Bargaining Chamber was held on 11 November 2025 at the request of the PSA to discuss the following matters of mutual interest:

Policy on Job Evaluation and Grading

The employer presented the inputs as agreed in the Policy Task Team and proposed that the policy be endorsed. The PSA indicated that it did not have adequate time to peruse the policy and requested indulgence. Parties agreed to defer the endorsement to the Special Bargaining Chamber scheduled for 26 November 2025.

Review of organisational structure

In the previous DBC of 21 October 2025, it was agreed that the employer would share the draft revised Organisational Structure on 22 October 2025 to enable the PSA to peruse and solicit inputs from members. The employer, however, only shared this on 4 November 2025, which was not sufficient for proper consultation. The PSA proposed that a task team be established to deal with the Revised Organisational Structure before it is discussed at Chamber level. The employer confirmed that a Change Management Task Team exists and needs to be resuscitated. The employer will provide another colleague to do the presentation as labour was not comfortable with the current one. The PSA submitted representatives' names, and it was agreed that the Task Team will be scheduled for 26 November 2025.

Transfer/Secondment and acting in vacant posts

Organised labour previously requested the employer to consider giving internal employees preferential opportunity to appoint them to act in vacant posts, rather than accepting secondment and allowing employees to take lateral transfer if they so wish. The employer indicated that it could not engage on this matter as it was not favoured with requested additional information. The PSA noted the response and committed to share additional information before the next Chamber meeting.

Compliance with employment equity

Organised labour previously demanded that the employer must comply with departmental employment equity targets and ensure that less represented groups are employed in the Department. The employer indicated that it cannot engage on this matter since it was not favoured with the requested additional information. The PSA noted the employer's response and committed to furnish such information before the next Chamber meeting.

Absorption of contract workers

Organised labour sponsored this item to persuade the employer to absorb employees who have been on contract for excessive periods. The employer indicated that it could not engage on this matter as it was not favoured with the requested additional information. Labour disputed the employer's assertion and reminded the employer that it was agreed that the employer would respond to this issue at the special Chamber. The PSA noted the employer's response and commit to furnish such information before the next Chamber meeting.

Performance incentive framework scheme

Organised labour previously proposed that the employer should develop a framework where employees will be recognised indiscriminately for their efforts. The employer indicated that it could not engage on this matter as it was not favoured with the requested additional information. Labour disputed the employer's assertion and reminded the employer that it was agreed that the employer would respond to these issues at the special Chamber. The PSA noted the employer's response and commit to furnish such information before the next Chamber meeting.

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

Reuben Maleka
GENERAL MANAGER