



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

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22-10-2025

## Feedback: DSAC Departmental Bargaining Chamber – 21 October 2025

### Recruitment and selection updates

The employer presented a recruitment and selection status update and reported that 41 positions have been advertised from May to October 2025, nine interviews were held, four shortlisting were conducted, and five posts filled after suitability checks. The employer further reported that there are 13 new posts that have been vacated, which will also be advertised shortly as these are funded. The PSA noted the report and urged the employer to move with speed and fill all identified critical posts and the newly vacated posts.

### Language Practitioners: Job evaluation

As per the previous DBC decision, the employer committed to consult the DPSA on the evaluation and coordination of Language Practitioners' posts. The employer reported that the DPSA has not responded thus far. The employer reported that it has conducted its job evaluation process internally, and the post of Assistant Director: Language Translation results came out at level 10 and Sign Language Practitioners came out at level 9 as these had been advertised. The employer indicated that the section that deals with job evaluation is currently understaffed and will only evaluate jobs that are targeted for advertisements and can only do others when they have completed the same. The PSA noted the report with concern and urged the employer to fast track evaluating other positions to ensure consistency and fairness.

### Job Evaluation and Grading Policy

As previously reported, the policy served in the Task Team. The employer reported that union observer status would still be retained, and other inputs suggested by members of organised labour were factored. The PSA requested that the employer must share a cleaner version of the policy before it is endorsed at the DBC, which was agreed to by the employer.

### Update: Review of organisational structure

The employer reported that the structure was presented to the Executive Authority, and the Minister suggested adding some input into the structure, which the employer was unable to explain. The PSA requested to be appraised by the input of the Minister to ensure that it does not come as a surprise when it is presented. The employer was reluctant to share the same as it claimed to lack a mandate. It was

agreed that the employer will seek a mandate from its principals and if this is received, it will share on Wednesday, 22 October 2025 as the request is reasonable.

### **Festive holidays closure**

The employer previously shared an internal memo indicating that the Department will close its operations from 29 December to 31 December 2025 and employees were requested to allocate three days from their current leave cycle to accommodate the departmental closure to ensure proper planning, minimise operational disruptions, and allow employees to rest and recharge during the holiday season. The PSA proposed that such closure must include 2 January 2026 to allow employees to travel from their home and back to work. The employer reported that an amended memo reflecting this has been issued to employees.

### **Transfers/Secondment/Acting**

Organised labour raised sharp concerns about the unfair practice of considering transfer applications for employees from other departments whilst rejecting internal applications. Furthermore, there are secondments that are in place in the Department from other departments, which are denying internal employees an opportunity to be appointed or even acting in such positions. The employer was then requested to give first preference to internal employees before head hunting from other departments. The employer noted the request and sought indulgence to consult its principals.

### **Employment Equity**

Organised labour indicated that the Employment Equity Report states that African females are over-represented, whilst Indians and Whites are under-represented, however, the employer is continuing to recruit the same overrepresented group, which defeats the purpose of the report, not implementing recommendations and in contravention of the *Employment Equity Act*, and requested the employer to address this. The employer noted the request and sought indulgence to consult its principals.

### **Employment of Contract Workers**

Organised labour stated that at the DSAC there are employees who have had their contracts renewed on a yearly basis for several years without any job security. The PSA proposed that the employer identifies these employees and develop a strategy to appoint them in the new structure to be approved before advertising the posts, as it is clear that the employer needs their services, and this will also follow the provisions of the *Labour Relations Act*. The employer noted the request and sought indulgence to consult its principals.

### **Performance Incentive Scheme**

Organised labour proposed that the employer must establish an employee performance incentive scheme that will indiscriminately recognize employees who have gone beyond their call of duty, as this will assist in enhancing the morale and retention of employees. The employer noted the request and sought indulgence to consult its principals.

Parties agreed that a Special Bargaining Chamber be scheduled for 11 November 2025, to discuss the Organisational Structure, Performance Incentive Scheme, Employment Equity, Employment of Contract Workers, and other issues that may arise.

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

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