



FOR PSA MEMBERS: **DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES (DWYPD)**

18-08-2025

Feedback: DWYPD Departmental Bargaining Chamber (DBC)

Review: Organisational structure

Members will recall that the employer shared the approved organisational structure and confirmed that approval to migrate employees into the new structure has been granted. There are minor changes to the structure, which include name changes in some positions. Affected components and employees were advised accordingly. The employer confirmed that the process of issuing placement letters to employees has commenced, and an update will be provided once the migration process is finalised. The PSA will remain fully engaged and actively involved in all stages of the process to ensure that the transition is done in a fair and transparent manner, and that all employees are successfully moved into the new structure.

Occupational health and safety (OHS) compliance

The employer reported that the Ministers of the DWYPD and Public Works and Infrastructure attended a meeting where OHS Committee was invited. During the session, the Ministers conducted a walk-through of the building to assess its condition and explore short- and long-term solutions. Prior to this, the Department of Employment and Labour conducted an inspection, issuing a report with findings and recommendations on 6 August 2025. In terms of section 30 of the *Occupational Health and Safety Act 85 of 1993* (as amended), the employer is required to respond to these findings within 60 days of receiving the notice. The employer confirmed that the report is currently under review and that recommendations will be implemented gradually. The PSA emphasised the importance of transparency and encouraged the employer to share the inspection report with labour. The employer agreed and immediately provided the report. The PSA is committed to ensuring that the employer takes decisive action on the report's recommendations to eliminate workplace hazards and secure a safe and compliant working environment for employees.

DWYPD utilisation: EU-sponsored funds and employment practices

Members were informed that the PSA tabled this agenda item for consideration and deliberation at the DBC. This item arose owing to multiple concerns highlighted by PSA members, including:

- Utilisation of EU-sponsored funds.
- Appointment of contract workers without following relevant legislation.
- Significant salary disparities between EU contract workers and permanent employees.
- Lacking transparency in recruitment practices.

The matter was discussed at DBC level, where the employer invited an official to give a presentation about the EU Programme. Parties agreed to convene a multilateral meeting to engage further on this item. The date will be announced within seven days.

Departmental vacancy report

The PSA presented this agenda item for consideration at the DBC. The PSA requested that the employer submit a comprehensive quarterly vacancy report to labour. The purpose of this report would be to ensure that labour remains informed about the Department's staffing status, which is critical for monitoring and responding to challenges that may arise from vacancies. In motivating its request, the PSA emphasised that vacant positions place additional workload on existing employees and contribute to delays in the recruitment process and overall service delivery. It was therefore proposed that the report should include the number of vacant and filled positions across the Department as well as the reasons for delays in filling vacancies, where applicable. Such reporting will enhance transparency and strengthen labour's ability to engage meaningfully with the employer on issues that directly affect members. The employer noted the PSA's presentation but indicated that it currently does not have a mandate to engage on this matter. It committed, however, to seek a mandate from its principals and provide feedback at the next meeting, scheduled for 15 October 2025. The PSA reaffirmed its commitment to protecting the rights and interests of its members and will continue to pursue accountability and transparency in staffing matters.

Members will be updated on developments.

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

Reuben Maleka
GENERAL MANAGER