



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

27-06-2025

Feedback: DWYPD Departmental Bargaining Chamber (DBC) - 26 June 2025

Organisational Structure: Review

Members will recall that the PSA has made several attempts to request the employer to share the approved organisational structure, but without success. Members were previously informed that the employer had committed to sharing the structure after consulting with its principals. The employer has now shared the approved organisational structure and confirmed that approval to migrate employees into the new structure has been granted. The employer will communicate timelines for the start of the migration process. The PSA will remain fully engaged and actively involved at all stages of the process to ensure that the transition is made in a fair and transparent manner, and that all employees are moved successfully into the new structure.

Occupational health and safety compliance

The employer representative responsible was not available, and parties agreed to defer the item to the next Chamber meeting. The PSA requested the employer to share a written report prior to the next meeting as agreed in the previous Chamber meeting. The employer will share the report.

Departmental Policies

The Policy Task Team reported the finalisation of the following Policies and requested adoption and removal from the agenda:

- Remote Work Policy
- Labour Relations Policy
- Transport Management Policy

The Policies were subsequently approved. The PSA acknowledged the report and will monitor the implementation of these policies to ensure that they effectively achieve the intended objective.

EU-sponsored funds utilisation and employment practices

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
- Lack of transparency in recruitment practices.

The matter was discussed at DBC level, where the employer invited an official to make a presentation on the EU Programme. The PSA took note of the presentation and its contents and requested that the matter be deferred to a multilateral meeting for further engagements and in-depth deliberation. Parties agreed to convene a multilateral meeting and engage further.

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