



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

27-10-2025

Feedback: DWYPD Departmental Bargaining Chamber (DBC) – 23 October 2025

Review of organisational structure

Members will recall that the employer shared the approved organisational structure and confirmed that approval to migrate employees into the new structure was granted. There are minor changes to the structure, which includes 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 that there were some minor errors that are in the process of being corrected. The correct letters will be issued once the 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 compliance

The employer previously reported that the Ministers of Women, Youth, and Persons with Disabilities (DWYPD) and Public Works and Infrastructure attended a meeting to which the Occupational Health and Safety (OHS) Committee was invited. The Ministers conducted a walk-through inspection to assess the condition of the building and to discuss short- and long-term remedial solutions. Subsequently, the Department of Employment and Labour conducted a formal inspection, and contravention and improvement notices were issued 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 such findings within 60 days of receiving the notice.

In this meeting, the employer was unable to provide an update owing to unavailability of the official responsible for OHS in the Department. The PSA registered disappointment with the way the employer is handling and addressing OHS issues in the Department, as the issues remain important for the wellbeing of members. The PSA further demanded that a written progress report be shared with labour. The employer committed to share the progress report relating to the Contravention and the Improvement Direction Notice issued by the Department of Labour and Employment. The PSA is committed to ensuring that the employer acts on the report to eliminate workplace hazards.

Utilisation of European Union (EU): Sponsored Funds and Employment Practices in DWYPD

The PSA raised concerns at the DBC regarding EU-funded appointments. The employer presented on the appointment of EU consultants, claiming they are not contract workers. Labour disagreed, calling the appointments irregular. Subsequently, labour requested documentation governing the appointment of EU consultants, including the terms of reference for each consultant. The employer committed to providing this information and holding a multilateral meeting to engage prior to the next DBC meeting. The employer failed at its commitment. It, however, promised to share the requested documents before the next DBC, which will take place in 2026. Parties failed to reach consensus, the PSA invoked section 17 of the GPSSBC *Governance Rules*. The matter will be dealt with through the facilitation process.

Departmental vacancy report

The PSA requested quarterly vacancy reports to monitor staffing as well as challenges that may arise such as unfilled posts, employee workload, and recruitment delays. The employer stated that it does not have a mandate to engage but will seek approval from its principals. The employer reported that the Department currently has 146 funded posts, with 127 filled and 19 vacant, resulting in a 9.3% vacancy rate. The vacant posts were advertised and are at various stages of recruitment.

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

Reuben Maleka
GENERAL MANAGER