



FOR PSA MEMBERS: EASTERN CAPE DEPARTMENT OF SOCIAL DEVELOPMENT (ECDSD)

11-06-2025

Feedback: ECDSD Bilateral meeting - 6 June 2025

Registry services

The PSA raised concerns about the lack of proper storage for important departmental documents and proposed using Information and Communication Technology (ICT) for digital storage. The employer acknowledged the recommendation but cited budget constraints as a reason for not implementing ICT systems. The PSA noted this with concern.

Wellness

The PSA expressed dissatisfaction with the Wellness unit's lack of capacity, highlighting that only sports programs are being prioritised. A major issue raised was the lack of trauma debriefing for employees who handle traumatic cases, with debriefing largely reserved for Deputy Directors and Supervisors. The employer acknowledged the gap and committed to considering other affected employee groups.

PMDS and OSD payment

The Department confirmed that it is up to date with pay-progression payments but reported a backlog in grade progression. It proposed upgrading qualifying employees without back pay. The PSA rejected this proposal, stressing that OSD is governed by a collective agreement, which does not allow for partial implementation.

Recruitment

Due to financial constraints, the employer reported that only ten posts per district have been prioritised and advertised for filling.

Facilities and infrastructure

The PSA raised concerns about the closure of Stutterheim and Keiskamahoe offices by the Department of Employment and Labour owing to non-compliance with occupational health and safety standards. Additional issues included security concerns, missing laptops, and staff being ill-equipped. In response, the employer reported that 861 laptops had been procured in the previous financial year and distributed across districts and the Head Office.

To address ongoing transportation issues and security risks associated with hijackings of Government Garage (GG) vehicles, the PSA proposed using subsidised vehicles. The employer responded that a cost analysis would be conducted to determine feasibility. The PSA accepted the explanation but recommended developing a tools allocation policy to ensure that employees are adequately resourced.

Employees who wish to join the PSA can contact Mr Mgxaji - Zingisile.mgxaji@psa.co.za / 047 501 2500.

Reuben Maleka
GENERAL MANAGER