



FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF SOCIAL DEVELOPMENT (GDSD)**

---

30-05-2025

## Feedback: Gauteng Department of Social Development

### Realignment of organisational structure

The PSA expected that the GDSD was going to provide a detailed and finalised version of the organisational structure, but the GDSD presented the same report that was presented at the previous two multilateral meetings. The PSA raised concern on this issue, and it was resolved that the GDSD will share an updated and finalised version of the organisational structure report before the next multilateral meeting for perusal and inputs.

### Review: Human Resource policies

The GDSD intends to review the Resettlement Policy, Working Hours Policy, and Acting Policy. The PSA argued that the GDSD must conduct proper consultations, such as holding policy workshops to allow the PSA and its members to present inputs before the adoption of these policy reviews. The GDSD will announce dates for policy workshops. The GDSD also promised to conduct the same consultation process on the development of Standard Operating Procedures (SOPs). The PSA will update members on further developments.

### Merger: JW Luckhoff and Emasdal Child and Youth Care Centres (CYCC)

Members will recall that the GDSD unilaterally decided to merge JW Luckhoff CYCC and Emasdal CYCC with effect from 1 February 2025 without consultation with the PSA and other unions. The PSA raised the concern with the MEC for the GDSD. An assessment of both facilities was conducted with the MEC in November 2024. It was resolved that the GDSD is not ready to merge these facilities. The MEC suspended the planned merger of the institutions until the PSA and the MEC are satisfied that both institutions are ready to merge.

### 2023/24 PMDS pay progression

Members will recall that pay progression was paid to GDSD employees except for four members. Through the PSA's involvement, all qualifying members of the PSA were eventually paid. The item is removed from the agenda of the multilateral forum.

Members will be updated on developments.

Reuben Maleka  
GENERAL MANAGER