

## Feedback: Departmental Bargaining Chamber - IPID

### Change Management Policy

As previously reported by the PSA, the employer indicated it is currently in the process of reviewing the Change Management Policy and will table it at the Departmental Bargaining Chamber for consultation with organised labour.

### Implementation of harassment policy

As reported previously, the employer indicated that it is still in the process of verifying if there are provisions in the departmental sexual harassment policy that can be incorporated into the DPSA policy on prevention and elimination of harassment in the workplace. The employer indicated that it has not finalised the verification process.

### Review of organisational structure

Organised labour has on numerous occasions requested the signed and approved organisational structure. However, the employer continues to maintain that no formally signed structure exists. According to the employer, the only available version is one bearing the initials of the former Minister and the Head of Department. The PSA expressed dissatisfaction with this response and indicated its intention to explore alternative avenues to obtain the signed structure. The employer further advised that a review of the existing organisational structure is currently underway. Once the review is completed, the revised structure will be shared with organised labour for consultation. The PSA noted the employer's submission.

### Injury on duty procedure

The PSA requested the employer to provide the procedure followed in the event that an employee sustains an injury whilst on duty. During the previous meeting, the employer deferred the matter to the next meeting, indicating the need for further consultation. At the follow-up meeting, the employer reported that the designated representative responsible for addressing this item was attending to an emergency and was, therefore, unavailable. The employer once again requested that the matter be deferred to the next meeting. The PSA expressed concern regarding the continued delays and emphasized the importance of having clear and accessible procedures in place for employees affected by injuries sustained in the workplace.

### Advertisement of positions out of organisational structure

On 16 May 2025, the employer advertised two positions, *i.e.*, Administration Officer (Executive Support) and Administration Officer (Office of CFO), with a closing date of 30 May 2025. The PSA noted with concern that these positions do not exist in the currently approved organisational structure. The PSA formally enquired from the employer regarding the rationale behind advertising positions that are not part of the approved structure. In response, the employer requested that the matter be deferred to a multilateral meeting where the Director of Human Resources would be present to provide the necessary explanation. However, the PSA insisted that the matter be addressed in the Departmental Bargaining Chamber (DBC) setting, citing past experiences where the employer failed to follow through reliably on matters deferred outside the DBC process.

The PSA would like to place on record that it does not oppose the filling of critical positions in the directorate. However, the Union strongly condemns any abuse of recruitment processes that could enable nepotism and favouritism, particularly when such actions disadvantage current employees. Members will recall the PSA's long-standing battle with the employer on the matter of upgrading Personal Assistants in line with the DPSA directive. Despite consistent engagement, the employer has failed to implement this directive. It is therefore deeply concerning that the employer seeks to create new positions with similar functions at salary level 7 outside of the approved structure, rather than upgrading and placing current Personal Assistants at their rightful level. Such actions perpetuate systemic injustices and undermine morale and career progression of existing employees.

Given that the closing date for the advertised posts has passed, the PSA stressed the urgency of the matter and the potential prejudice to its members if the issue is not resolved timeously. The Council subsequently directed parties to agree on a date for a special DBC sitting to address the issue in detail. Parties agreed to convene the special DBC on or before Friday, 4 July 2025.

The PSA will continue to engage robustly to ensure transparency, fairness, and compliance with due processes in recruitment and structural matters.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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