



FOR PSA MEMBERS: **MUNICIPAL INFRASTRUCTURE SUPPORT AGENT (MISA)**

31-10-2025

Feedback: MISA Departmental Bargaining Chamber

RT-57 subsidised vehicle

The PSA requested the employer to introduce a subsidised motor-vehicle allowance for employees. Parties agreed to establish a task team to engage on the proposal. The task team meeting was held on 4 September 2025, where parties exchanged information and agreed to convene another meeting to continue with discussions.

Policies

The employer reported that the following three policies were sufficiently consulted at the Policy Task Team meeting and requested that these be adopted:

- Email and Internet Acceptable Use Policy
- Use and Standardisation of ICT Hardware and Software Policy
- ICT Service Management Policy

The PSA confirmed that these policies were adequately consulted. The policies were subsequently adopted for approval.

New policies

The employer tabled the following new policies for review:

User Access Management Policy

This policy aims to ensure that MISA conforms to standard user access management controls, balancing legislative compliance, best practice, and service efficiency whilst mitigating risks associated with user access management. It also provides procedures and guidelines aligned with internationally recognised best practice standards.

Job Evaluation Policy

The purpose of this policy is to ensure effective management and implementation of job evaluation processes and systems in the Department, promoting fairness and consistency in their application.

Recruitment and Selection Policy

This policy seeks to guide the recruitment and selection process, ensuring a consistent and fair approach across the Department and that suitably qualified candidates are appointed to achieve organisational objectives.

Members are encouraged to peruse the policies (*attached*) and submit inputs to Velucia Maluleke at Velucia.maluleke@psa.co.za on or **before 11 November 2025**.

Employees who wish to join the PSA can visit the PSA website, send an email to ask@psa.co.za, or contact any PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER