



FOR PSA MEMBERS: THE PRESIDENCY

17-07-2025

Feedback: Departmental Bargaining Chamber

Optimisation of the Presidency structure

Members were informed that the employer presented a revised fit-for-purpose organisational structure for the Presidency. It was reported that the purpose of this structure is to streamline operations, improve efficiency, and ensure that the Presidency is aligned to deliver on its mandate. Further, the proposed changes to the structure are intended to optimise, enhance service delivery and operational efficiency, and ensure that all units contribute effectively to the overall mission of the Presidency.

The employer reported that they are in the process of consulting with various sections where concerns were raised and will later report to the DBC. The PSA was surprised as it expected the employer to revert after submitting the concerns from its members. The PSA proposed that parties engage further in the task team to deliberate on submitted inputs.

Leave automation system

Members were informed that the process of installing desktops is ongoing and will be finalised in due course. Additionally, training on the Leave Automation System will be offered to ensure that employees do not have difficulties accessing the system. The employer reported that the installation of desktops is still ongoing. They further reported positive usage of the system, as 609 applications were submitted for capturing. Challenges such as hanging application forms and logging into the system, which were reported to the IT department, are in the process of being resolved. The employer reported that the training on the system to enable smooth usage by employees will commence in August, and a date will be communicated in due course. The PSA noted the report and urged the employer to speed up the installation process to allow access to desktops for employees. Members will be kept informed.

Filing of critical posts

Members were informed that 14 priority positions were identified for advertising during the fourth quarter. A submission recommending the advertisement of these critical posts was approved by management, and the positions were subsequently advertised in March 2025. The recruitment process for these posts is currently underway, with positions at various stages of finalisation. The PSA noted the employer's progress report and urged that the recruitment process be expedited, as the current staffing shortages are placing undue pressure on employees who are already overburdened.

Nomination of the Union Buildings as a World Heritage Site

Members may recall that the PSA previously requested that the employer schedule briefing sessions with employees to convey information about the implications and benefits of the Union Buildings' designation as a World Heritage Site. The employer reported that Benchmarking with Robin Island was done, internal processes to arrange international benchmarking are underway, and labour will be kept informed once finalised. The employer previously committed to submit a detailed report on this subject however the report submitted by the employer did not meet the expectation of labour and as a result, organised labour demanded that the custodian of the project should be invited to attend the next chamber meeting to enable her to make a thorough presentation on this agenda item as members remain uncertain of the subject matter. The PSA urged the employer to share the report before the next meeting.

Discipline management report

Members may recall that the PSA previously requested the employer to schedule briefing sessions with employees to provide information on the implications and benefits of the nomination of the Union Buildings as a World Heritage Site. In response, the employer reported that a benchmarking exercise with Robben Island has been completed. Furthermore, internal processes are underway to facilitate international benchmarking, and organised labour will be kept informed once these processes are finalised.

The employer had previously committed to submitting a comprehensive report on this subject. However, the report that was submitted did not meet labour's expectations. Consequently, organised labour has requested that the custodian of the project be invited to the next chamber meeting to deliver a thorough presentation on the matter, as members remain unclear about key aspects of the initiative. The PSA has urged the employer to circulate the report ahead of the next meeting to allow adequate time for review and preparation.

PSCBC Resolution 3 of 2009 compliance

The PSA tabled this item following being aware that the employer does not comply with the resolution. Employers have a critical role in ensuring that employees who qualify in terms of PSCBC Resolution 3 of 2009 are identified, assessed, and progressed accordingly without submitting any application. The PSA has therefore urged the employer to swiftly address the matter and further report annually on progress. The employer noted the PSA's submission and urged the PSA to submit names of affected employees to enable them to investigate the matter. Affected members are advised to submit their names to Mahlatse.ditle@presidency.gov.za or nandi.benya@presidency.gov.za.

Student and Internship Policy

The PSA proposed that the policy be reviewed, citing the deadlock reached in the Chamber on the absorption of contract workers. The unilateral act of the employer prejudiced other applicants' opportunity to compete for positions in the Department's establishment. There is a need for the *Graduation Policy* to be aligned with the *Recruitment Policy* to avoid allegations of possible nepotism and favouritism, and deviations from the policy and Regulations. Parties agreed to engage further in the task team. Members will be kept informed.

Policy on acting appointment

The PSA has noted with concern recent appointments to acting positions that appear to deviate from the employer's own established policy. These deviations have been implemented without any prior consultation or explanation to labour.

The PSA reminded the employer that acting appointments are subject to strict governance by internal policies and relevant public service regulations. Any failure to adhere to these provisions not only constitutes a breach of policy and procedure but also undermines the principles of transparency, fairness, and accountability within the workplace. More importantly, it erodes the integrity of collective bargaining processes and could give rise to formal disputes.

Considering these developments, the PSA has called on the employer to fully comply with the applicable policy on acting appointments. The PSA will not hesitate to pursue all available avenues to ensure that the rights and interests of its members are protected and upheld. The PSA remains committed to promoting ethical and lawful human resource practices in the public service.

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

Reuben Maleka
GENERAL MANAGER