



FOR PSA MEMBERS: **SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)**

26-03-2025

Feedback: SALGA Management Union Consultative Forum meeting

The Management Union Consultative Forum (MUCF) recently convened to discuss key issues affecting employees. Several matters were addressed, including the PSA's participation in induction meetings, the review of the Recognition Agreement, organisational restructuring, office relocation, and policy updates.

Invitation of PSA to induction meetings

The PSA previously raised concerns with SALGA management regarding non-compliance with the Recognition Agreement, which requires the employer to allow the PSA to introduce the Union to newly recruited employees. SALGA has now committed to ensuring that the PSA is invited to all induction workshops, allowing the Union to inform new employees about its role and benefits. The PSA will monitor compliance and expects invitations as agreed. PSA members are encouraged to recruit non-members to strengthen the Union's bargaining power. As an incentive, members will receive a once-off payment of R107 for each new member they recruit. The PSA remains the only recognised Union in SALGA, dedicated to protecting employees' rights and advancing their interests.

Alignment of reviewed clauses in Recognition Agreement

As previously reported, the Recognition Agreement between the PSA and SALGA is under review. Both parties have exchanged proposals, and the employer has indicated that further internal consultations are required before finalising amendments. It was agreed that the matter will be deferred to the next meeting to allow the employer to secure an internal mandate. Additionally, a special meeting will be scheduled to discuss inputs and finalise the agreement, with a date to be confirmed and communicated to members.

Proposed Operating Model and Macro Structure

The employer informed the PSA that SALGA is developing a new organisational structure aimed at improving efficiency and governance. Whilst the PSA was engaged as a key stakeholder, the employer committed to formal consultations once internal approvals have been secured. The process involves approval by the National Executive Committee to ensure governance alignment, followed by the development and implementation of the macro structure. A structured change management process will be introduced to transition staff into the new structure, whilst maintaining continuous stakeholder engagement. The PSA will closely monitor these developments to ensure a fair process for employees.

Relocation of Gauteng Office

The employer provided an update on the relocation of the Gauteng office, noting that installations and partitioning have been completed with the landlord responsible for security. Employees are currently working in a hybrid model whilst awaiting the completion of supply chain processes, including deep cleaning, IT network installation, and biometric access setup.

Status of Acting Policy

The PSA raised concerns regarding inconsistencies in the implementation of the Acting Policy, particularly instances where employees are acting in roles without formal appointment letters or compensation. The employer acknowledged these concerns and committed to conducting a fact-finding investigation. The employer further assured the PSA that it would review the policy and provide feedback in the next meeting.

Occupational Health and Safety (OHS) and COIDA

The employer provided an update on OHS and workplace injury claims, confirming that OHS committee training would be conducted. Additionally, a report on pending workplace injury cases would be shared with the PSA to ensure transparency and accountability.

PSA participation in committees

The PSA reaffirmed its role in various SALGA structures, emphasising the importance of participating in recruitment and selection processes to promote transparency and fairness. The employer took note of this request and committed to providing feedback in due course.

Employees interested in joining the PSA can visit the PSA's website or contact the nearest PSA Provincial Office for more information.

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GENERAL MANAGER