



FOR PSA MEMBERS: **STATISTICS SOUTH AFRICA (STATS SA)**

08-09-2025

Feedback: Stats SA Departmental Bargaining Chamber - 5 September 2025

Determination of vote weights: GPSSBC Chambers 2025/26

Herewith the determination of vote weights for trade unions admitted to the GPSSBC Departmental Bargaining Chamber for Stats SA:

Trade union	Membership	Vote weights
PSA	1 153	45.84%
Nehawu	1 355	53.88%
Popcru	7	0.28%

OHS compliance

The employer reported that 63 employees from head office attended the OHS training from 7 to 17 July 2025. They were trained in first aid, firefighting, fire extinguishing, and evacuation drills. The training sessions for employees in provinces will be conducted towards the end of September 2025. OHS committees are functional in all provinces. The PSA noted the report and urged the employer to train as many OHS representatives as possible to safeguard the safety of employees in the workplace.

Office closure and relocation of employees

It was previously reported that the Department took a decision to close some offices in various provinces owing to a lack of office space and budget restrictions. The employer reported that the process to close the Kwa-Zulu Natal, Free State, and Western Cape offices was still under way and constant reports are submitted to the Relocation Task Team. The relocation process in the Northern Cape experienced problems wherein the Cleaner transferred to the Department of Basic Education was not treated fairly and subsequently she lodged a grievance. The matter was referred to the Relocation Task Team to resolve the grievance.

Recognition of improved Qualification (REQV)

The employer reported that the outstanding REQV payment was implemented, and the affected employee was paid accordingly. The PSA noted the report and urged the employer to provide the phase-two report at the next meeting. The PSA further demanded the payments for employees who passed

before the implementation of REQV payments could be completed. Payments must be directed to the families.

Organisational Employment Equity (EE) Plan

The matter of EE Plan was discussed at the special DBC meeting held on 2 September 2025 and deferred to the EE task team. The final draft of the EE Plan will be tabled at the next special DBC meeting. The PSA noted the report and committed to monitoring the process until the final EE Plan is submitted to the Department of Employment and Labour for compliance.

Vacancy report

It was previously reported that the employer refused to table the vacancy report at the DBC. The employer indicated that the information was confidential and cannot be shared with labour. The PSA bemoaned the conduct of the employer and invoked section 17 of the GPSSBC Governance Rules to force the employer to disclose the vacancy report as per the directive of the DPSA. The PSA is awaiting the date of the facilitation meeting.

Census ten days additional leave days

It was previously reported that the employer omitted to implement special census leave to employees who worked during census projects. There were 380 employees omitted previously and subsequently 375 cases were resolved. There are only five cases still outstanding from Limpopo and head office. The PSA noted the report and urged the employer to implement the outstanding census leave before the next DBC meeting.

Danger allowance

It was previously reported that the Department intended to apply for danger allowance dispensation for Field Workers who conduct census and other categories exposed to danger in their line of duty. The employer reported that it has submitted a memorandum to the DPSA to table the matter at the PSCBC for approval. The matter is still outstanding. The PSA noted the report with concern and urged the employer to fast track the matter so that affected employees could be covered by the danger allowance.

Subsidised vehicles

It was previously reported that the PSA demanded that the employer implement scheme A of the subsidised vehicles and refrain from using the leasing process of vehicles. The PSA maintained that scheme A was consistent and cost effective. The employer indicated that the Department of Transport was in the process of reviewing the subsidised vehicle policy. A transversal policy will be developed for all departments. The PSA noted the report and urged the employer to provide updates at the next DBC meeting.

Organisational structure review and redesign

It was previously reported that the Department took a decision to review the organisational structure on 10 April 2024. The Department intended to align the new organisational structure to its revised mandate. A task team was established. The last meeting of the task team was held on 24 May 2025. The employer indicated that internal consultations were still underway, and it will provide a comprehensive report of the organisational structure reviewed in the fourth quarter. The PSA noted the report and urged the employer to continue to consult labour through the task team.

Continuous Population Survey process (CPS)

It was previously reported that parties established a task team to facilitate the implementation of the new survey method to capture data. The task team met on 24 August 2025 and scheduled a follow-up meeting on 26 September 2025. The PSA noted the report and raised concern about slow progress on the matter. The PSA urged the task team to provide a comprehensive report at the next DBC meeting.

Recruitment of Cleaners

It was previously reported that the PSA demanded the filling of vacant funded posts for Cleaners. The PSA raised a concern that Cleaners cannot cope with the workload. The employer indicated that it was unable to fill vacant posts owing to budget constraints. It indicated that there are 12 vacant posts according to the organisational structure. It further indicated that it is utilising service providers in three offices. The PSA demanded that the 12 vacant posts be filled as soon as possible to relief employees from the workload. The PSA further urged the employer to do away with outsourcing of cleaning services going forward.

Attacks and unsafe working environment: Field Workers

It was previously reported that the PSA raised concern about the safety of Field Workers. The PSA indicated that Field Workers were constantly attacked by members of communities during service-delivery protest. Two officials from Gauteng and Mpumalanga were attacked in the previous quarter. The affected employees experienced a lot of trauma because of the incidents. The employer noted the concern and indicated that it has engaged with various stakeholders such as communities, traditional leaders, municipalities, and Community Police Forums to collaborate and protect Field Workers during census projects. The PSA noted the report and urged the employer to fast track the implementation of the danger allowances for Field Workers and create awareness through various media platforms such as community radio, social media, and newspapers. The PSA further demanded that the employer must provide Field Workers with panic buttons, so that they could raise alarm whenever they are attacked.

Computer-Assisted Web Interviews System (CAWIS) project

The employer reported that the Department intended to implement a process to transition from a manual system for capturing data and samples to a computerised system. The digitalisation system will fast track the capturing of data and will improve the statistical value-chain process. The PSA noted the report and demanded sufficient consultation of the new processes to be introduced. The PSA maintained that the computerised system would have a direct impact on the condition of service of employees. The PSA is concerned that the new system would make most employees redundant. Parties agreed to defer the matter to a task team and report back at the next DBC meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER