



FOR PSA MEMBERS: STATISTICS SOUTH AFRICA (STATS SA)

17-07-2025

Feedback: Special Departmental Bargaining Chamber (DBC) - 16 July 2025

Outstanding leave days for Census project

It was previously reported that some of the employees who participated in the Census project were not granted leave days as agreed with the employer. It was agreed that those who worked during the Census project would be afforded five days' leave; however, some received less than 5 days. The PSA urged the employer to rectify the omission and afford all affected employees the five days as agreed. The employer reported that all affected employees were given five days according to the list submitted by labour. The PSA noted the report but requested proof in the form of a comprehensive report that indeed they had been granted those outstanding leave days. The employer committed to presenting the report at the next DBC meeting scheduled for 14 August 2025.

Danger allowance

It was previously reported that the task team recommended that job categories such as Census field workers be included in the danger allowance dispensation. A submission was routed for approval by the Secretary-General and later submitted to DPSA for concurrence. It was reported that DPSA was still experiencing a challenge in tabling the matter at the PSCBC for negotiations. The employer committed to engaging with the employer's Chief Negotiator at the PSCBC to fast-track the matter. The PSA noted the report and will await further feedback at the next DBC meeting scheduled for 14 August 2025.

Subsidised state vehicles

It was previously reported that the employer introduced a system of utilising hired vehicles instead of implementing a subsidy scheme for employees. Currently, the fieldworkers are expected to use their private vehicles and claim kilometres or utilise hired vehicles. The PSA raised a concern that the system of hired vehicles was costly and unsustainable, and demanded that the employer reintroduce the system of a subsidised scheme. The PSA demanded that the Scheme A subsidy system be reintroduced so that the fieldworkers could perform their duties effectively without any problems and challenges. The employer reported that they did not have a mandate to respond to the matter and requested that the matter be deferred to a special DBC meeting scheduled on 6 August 2025. The parties agreed that the Chief Financial Officer (CFO) will also be invited to guide the matter.

Transfer committee

The committee meeting was convened on 19 June 2025 to finalise the action list with clear targets. The Committee agreed to meet on the 15 and 29 August 2025 to process the outstanding transfer applications. The PSA noted the report and urged the employer to submit a written report at the next DBC meeting scheduled for 14 August 2025.

Allocation of uniform/allowance

The PSA raised a concern that the employer must provide uniforms to all employees to maintain the identity and image of the department. The PSA further emphasised that the employees must be easily recognised when they are collecting data during the Census project. The employer noted the concern and requested to engage with their principals and provide feedback at the next DBC meeting scheduled for 14 August 2025.

Meal subsidy and coffee allowance

The PSA raised a concern that other regional offices implemented the meal subsidy and coffee allowance, while others were excluded. The PSA maintained that the employer must implement the benefit consistently and include all offices. The employer noted the concern and committed to engaging their principals on the matter and reporting back at the next DBC meeting scheduled for 14 August 2025.

Recruitment of cleaners

The PSA raised concerns about the shortage of permanent cleaners. The PSA urged the employer to insource the cleaners from private service providers. The existing cleaners are overloaded with work and cannot cope. The employer noted the concern and requested to engage with their principals and provide feedback at the next DBC meeting scheduled for 14 August 2025.

Attacks and unsafe working environment for fieldworkers.

The PSA received disturbing reports that the fieldworkers are attacked by communities while conducting their work. A female fieldworker in Mamelodi was attacked by the community when there was a service delivery protest. Another fieldworker was attacked in Mpumalanga. The affected employees are traumatised and did not receive the necessary support from the employer. There was no counselling support in either incident. The PSA urges the employer to put safety measures urgently to protect the field workers. The employer noted the concern and committed to engaging their principals regarding safety measures to be implemented and reported at the next DBC meeting scheduled for 14 August 2025.

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

Reuben Maleka
GENERAL MANAGER