



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

26-05-2025

Feedback: Stats SA Departmental Bargaining Chamber - 23 May 2025

Continuous Population Survey (CPS)

It was previously reported that a task team was established to monitor the implementation of the project. The task team aimed to monitor if there was fairness and transparency during appointments of Survey officers and that their working conditions were conducive. The task team was expected to meet in December 2024 but owing to non-availability of the employer, no meetings were held. The employer maintained that it was unable to convene task team meetings owing to busy schedules. The PSA objected to the submission by the employer and urged that the task team be resuscitated and an action plan be developed. Parties agreed to convene the task team meeting on 24 June 2025 for further deliberations.

Review of organisational structure

The employer reported that it was still busy with internal analysis of the review process and would provide comprehensive feedback at the next DBC meeting. Parties agreed to defer the matter to the task team for further deliberation. Parties agreed to convene the task team meeting on the 26 June 2025. The PSA demanded that the employer share the progress report prior to the task team meeting.

Occupational health and safety (OHS) compliance

Members were previously informed that OHS training would be concluded by August 2025. The employer reported that owing to budget constraints it was unable to fulfil its commitment to completing training as expected. The employer reported that the OHS committees were functional. The PSA objected to the report and cited that not all OHS provincial committees were fully functional. The PSA demanded that those non-functional OHS committees be resuscitated as a matter of urgency. The PSA further demanded that the employer should source funds to complete the pending OHS training.

Office closure project

It was previously reported that the Department took a decision to close some of the offices in various provinces to save office space and funds. The following offices were discussed:

- eThekweni and Ugu District office in KwaZulu-Natal: A task team meeting was held on 13 May 2025 in KwaZulu-Natal, and parties agreed that employees must be consulted first before any transfer process could take place. Employees will be consulted by 30 June 2025. The PSA urged the employer to issue a communication to all affected employees.
- Calvina office in Northern Cape: The office was closed on 31 March 2025. There were 20 employees affected and only one employee is still to be placed. The PSA urged the employer to fast track the placement of the outstanding employee.

Improved qualifications

The employer reported that there was only one outstanding payment to be made. The employer experienced challenges with the payment system and committed to resolving the matter in due course. The PSA noted the report and demanded immediate payment to the outstanding employee.

Employment Equity (EE) plan

The employer reported that the Department of Employment and Labour presented the new sector targets, and it is expected to develop an EE plan by September 2025. The new sector targets will be analyzed and reviewed before the EE plan is signed off. The PSA noted the report and urged the employer to resuscitate provincial EE committees, which will report to the national EE committee. Parties agreed to re-submit the representatives to the provincial and national EE committees by 31 May 2025.

Filling of vacant funded posts

The employer reported that it experienced challenges to fill critical posts since 2019. There were 762 vacancies that were unfunded. The employer cited that there was overspending on salaries of current existing employees. It indicated that it has requested additional funds from the National Treasury to fund vacant posts. It was currently in the process of filling seven critical posts. The employer refused to provide a breakdown of vacant posts that were unfunded. The PSA noted the report and demanded that the employer share critical information regarding vacant posts. Parties could not agree, and the PSA invoked section 17 of the GPSSBC governance rules. The PSA will follow the dispute resolution processes to force the employer to provide the breakdown information of vacant posts. Members will be informed of developments.

Recruitment and Selection Policy

It was previously reported that the PSA raised concern about the absolute powers given to the Chief Director: Corporate Services, to overrule the recruitment and selection committee during appointment process. Parties agreed to defer the matter to a bilateral meeting to deliberate the matter further with the aim of finding an amicable solution. Parties agreed to meet on 26 June 2025.

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.

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GENERAL MANAGER