



FOR PSA MEMBERS: **DEPARTMENT OF ARTS AND CULTURE (DAC)**

31-07-2026

Feedback: DAC Departmental Bargaining Chamber

Recruitment and selection

The employer tabled a report on progress made with recruitment and selection in the Department from January to July 2026. It was noted that a total of 37 vacant posts were advertised of which 30 were filled thus far. The employer also provided an update on progress made thus far and the matter remains on the agenda for regular reporting.

Language Practitioners

The employer reported on the progress made with the job evaluation of Language Practitioners. It was noted from the report that the evaluation process is still ongoing with 13 positions in the Directorate: Terminology Coordination being evaluated currently and 23 positions still outstanding. An update on progress with job evaluation of positions in the Department was also tabled for noting. An updated report will be provided at the next meeting.

Review: Organisational structure

The employer reported that the structure was presented and endorsed by the Minister on 5 March 2026 following a pre-consultation meeting with the DPSA on 17 March 2026. Engagement between the Department on the structure is ongoing and the final structure will be submitted to the MPSA for concurrence.

Employment: Cleaners

The employer tabled the outcome of the survey that was conducted on the viability of insourcing cleaners and the current associated expenditure. The PSA noted the report and raised that the Union does not support the outcome and finding of the research that was conducted and that desktop research does not provide an adequate outcome. The PSA therefore rejected the report and the accuracy thereof. The PSA further placed it on record that the Union will never support any outsourcing of functions and that no business case was made to justify such. The PSA will make a proposal to insource cleaning functions at the next meeting.

Policies for consultation

It was noted that the Bursary/Scholarship Policy, Policy on Occupational Health and Safety, and the Policy on Hospitalisation, the Trauma and Bereavement Policy, and the DSAC PMDS Policy were tabled

for consultation. Members are requested to provide the PSA with input on these policies before **14 August 2026**.

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Reuben Maleka
GENERAL MANAGER