



FOR PSA MEMBERS: **DEVELOPMENT BANK OF SOUTHERN AFRICA (DBSA)**

17-02-2026

Feedback: Bilateral meeting with DBSA management - 16 February 2026

Rules of engagement

The members will recall that a *recognition agreement* was signed in 2025 to manage and regulate the organisational rights in the enterprise. The PSA is currently enjoying minority rights. The parties agreed to develop rules of engagement to enhance a working relationship in the absence of a bargaining forum. The parties resolved to establish a consultative forum, which will be convened on a monthly basis. The PSA will share the meeting schedule with members in due course.

Access to the workplace

It was previously reported to members that the PSA was only allocated 30 minutes to hold members' meetings as per the signed *recognition agreement*. The PSA strongly felt that the allocated time was not enough to engage with members and requested an additional 30 minutes. The employer was persuaded by the motivation submitted and agreed to approve one hour for members' meetings. The PSA welcomed the goodwill shown by the employer and committed to building a good working relationship going forward.

Restructuring process

The PSA received complaints from members about the implementation of the review of the operating model. The members cited that their job titles were changed unilaterally, the reporting lines were not properly clarified, and the placement process was not justified. The PSA requested the employer to put measures and processes in place to resolve all the complaints lodged. The employer noted the concerns and agreed to establish internal processes to address all the complaints. The employer requested the PSA to submit a list of all the complaints received so that they could be resolved amicably. The members who are not happy with the outcome of the restructuring process are requested to submit their complaints to the PSA Chief Negotiator at peter.mngomezulu@psa.co.za by **28 February 2026**, so that the employer can be informed accordingly.

Performance review system

The PSA raised a concern about the lack of implementation of the new performance review system. The members indicated that they are struggling to comply with their performance assessments reviews in the absence of a proper system. The employer acknowledged that implementation of the new system was in

progress and requested to provide an update report at the next meeting. The members will be informed about the developments.

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

Reuben Maleka
GENERAL MANAGER