



InformUS



FOR PSA MEMBERS: **DEPARTMENT OF COOPERATIVE GOVERNANCE (DOCG)**

08-05-2026

Update: DCOG Bargaining Chamber - New Bereavement and Discipline Policies for member input

The DCOG Chamber meeting took place on 6 May 2026. The employer tabled the following policies for consultation with organised labour:

Policy on Bereavement

The purpose of the Policy is to provide guidelines in case of the bereavement of an employee. The policy further makes provision for compassionate leave where an employee loses an immediate family member. The proposed changes include the insertion of Senior Management Service (SMS) under glossary and abbreviation, adding DDGs to decide who will speak at memorial services for employees other than the SMS, expansion to the committee for planning of memorial services, removal of the maximum amount for refreshments during a memorial service and to clarify that food will only be provided to the family members of a deceased employee.

Discipline Management Policy

The purpose of the review is to regulate disciplinary processes in the Department. The proposed changes seek to streamline the handling of disciplinary proceedings in the workplace. Such changes include the provision of informal disciplinary hearing to be approved by the DG, introduction of approval process and the responsible offices for such before commencement of disciplinary processes, empowering supervisors to draft submissions to management to motivate the rationale and necessity for a disciplinary process.

Members are urged to diligently read these draft policies as these have bearing on their employment. Further, members are requested to provide inputs on or before **12 May 2026** to Sisiwe April at SisiweA@cogta.gov.za and Velucia Maluleke at Velucia.maluleke@psa.co.za. NB: Proposed changes by the employer are highlighted in red and purple, for convenience.

Organisational Structure

As previously reported (*Informus* available at PSA Provincial Office or on the PSA website), members submitted inputs on the organisational structure, which was tabled in the previous DBC meeting. All

inputs from employees were considered positively and accepted by the employer. Noting that there were no further inputs, the structure was duly adopted at the Chamber.

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Reuben Maleka
GENERAL MANAGER