



FOR PSA MEMBERS: **DEPARTMENT OF SPORT, ARTS, AND CULTURE (DSAC)**

07-10-2026

Feedback: DSAC Departmental Bargaining Chamber - 6 October 2026

Vacancy report

The employer reported progress regarding recruitment and selection processes in the Department for the period January to September 2026. A total of 65 vacant posts were advertised, of which 38 have been filled to date. The PSA noted the report and urged the employer to fast track the filling of outstanding funded vacant posts.

Language Practitioners

The employer reported that the job evaluation process for Language Practitioners was underway. There are three remaining positions scheduled to be considered at the next Job Evaluation Committee meeting. The PSA noted the report and will continue to monitor developments. The matter remains on the agenda for regular progress reporting.

Review: Organisational structure

The employer reported that consultations with the Department of Public Service and Administration took place on 17 March 2026. It was further indicated that abolished and redefined posts will form part of the recommendations to be submitted to the Minister for consideration. The PSA noted the employer's report and recommendations. Further feedback is expected at the next DBC meeting.

Policies

The employer tabled the following draft policies for consultation:

- Occupational Health and Safety Policy
- DSAC Human Resources Policy on Non-Financial Incentives
- DSAC Performance Management and Development System (PMDS) Policy

These policies were referred to the Policy Task Team for further engagement and consultation. Members are encouraged to peruse the *attached* draft policies and submit any comments, input, or proposals to SabeloK@DSAC.gov.za / SiphoM@DSAC.gov.za by no later than **12 October 2026**.

The PSA is committed to ensuring that members' views are represented during consultations and encourages all affected employees to participate in the process.

Members will be informed of developments.

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

Reuben Maleka

GENERAL SECRETARY