

## Feedback: DSAC Special Departmental Bargaining Chamber

### Employment: contract workers

The employer made a comprehensive presentation indicating that about four contract workers position will be terminated and replaced with contract posts funded by the *Youth Stimulus* as from 1 April 2026. Human Resource is currently busy with the recruitment process as many applications were received. The employer further indicated that some contract positions are appearing on the new proposed structure and that there is an intention to augment the current permanent eleven Cleaners with a private service provider, which PSA was vehemently opposed as it does not provide any job security and proposed that the Cleaner posts must be made permanent as the job is not seasonal. The employer agreed that it will take back the proposal to its principals and revert in the next BDC and give continuous updates on the project.

### Tabling of Policies

The employer tabled the following two draft reviewed policies, which will further be discussed in the Policy Task Team's (PTT) next sitting. The PSA urged the employer to prioritise the PTT sitting, which was agreed.

### HR Policy: Non-financial incentives

The purpose of the policy on non-financial rewards in recognition of outstanding performance and/or conduct, is to provide a framework for the provision of awards in recognition of excellent behaviour to employees who champion the mandate of the DSAC, and beyond which is outlined in the applicable strategic documents and the performance agreement of such employee(s).

### PMDS Policy

The purpose of the PMDS is to effectively and efficiently improve the performance of employees to optimise individual output in terms of quality and quantity, thereby increasing the Department's overall performance. It is important to note that it should not always be about building the overall performance of the Department, but rather about building the capacity of employees and instilling a sense of ownership to employees.

Members are requested to peruse the *attached* draft policies, make inputs, and send to Siphon Manganyi and Sabelo Khumalo at [siphom@dsac.gov.za](mailto:siphom@dsac.gov.za) and [sabelok@dsac.gov.za](mailto:sabelok@dsac.gov.za) on or before **20 March 2026**.

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

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GENERAL MANAGER