



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

24-06-2026

Feedback: DSAC Departmental Bargaining Chamber

Recruitment and selection

The employer reported that since the last Chamber it has not filled any posts but will continue updating parties as and when there are new developments. The PSA noted the report and urged the employer to prioritise this matter to alleviate the burden on other employees.

Language Practitioners

The employer reported that all language posts have not been evaluated owing to the absence of quality assurance from line managers who have not co-operated, however the matter has been escalated to the principals to put pressure on line managers. The PSA registered disappointment as this matter has been dragging for a lengthy period and would expect the employer to put pressure on managers and provide a positive, comprehensive report in the next DBC, which was agreed.

Review: Organisational structure

The employer reported that the organisational structure was presented and endorsed by the Minister on 5 March 2026 and submitted to MPSA for concurrence. A pre-consultation meeting was held with the DPSA on 17 March 2026, which raised some concerns and gave its inputs that will be consolidated and presented to the Minister with supporting documentation. At the request of the PSA, the employer stated that the final amended proposed structure will be resubmitted to MPSA for concurrence. The specific departmental branches have been tasked to correct some concerns by Friday, 19 June 2026. All inputs would have been received and submitted to the Minister before it goes to the DPSA. The PSA noted the response.

Transfers/Secondments/Acting

The employer proposed to have this matter removed from the agenda as it was only affecting individuals and is currently being addressed in the Department. The employer indicated that the names of employees affected were not forwarded to HR as agreed. The PSA proposed that the matter be deferred to allow the party who sponsored the item to send a consolidated list, and it was agreed.

Employment: Contract Workers

The employer reported that it is continuing to appoint Cleaners on contract basis owing to budget constraints, however, a decision was made to appoint a service provider as it will be cost effective. The

PSA stated that cleaning services are not seasonal and should, in the first place, not be on contract basis or even appointing a service provider and proposed that the Department's decision be reviewed. The employer responded that the decision may be reviewed in future, depending on the budget availability. At the insistence of the PSA, it was agreed that a comparison analysis on the cost of insourcing and outsourcing must be undertaken and presented in the next meeting. Parties agreed that the agenda item should be renamed (Appointment of Cleaners), as it is now concerning them.

Over-stretching and over-extending of personnel to posts they were not appointed for

The employer indicated that the list requested was not shared by organised labour, and it was agreed that it will be submitted by Friday, 19 June 2026. It was agreed that the matter will be removed in the next DBC if the list is not submitted by the party that sponsored the item.

Upgrading: Lower-level jobs from salary level 2 and 3 to salary level 4

The employer reported that the DPSA advised that the automatic upgrading from level 2 to 3 and 3 to 4 will not be feasible as the specific jobs are transversally benchmarked and this may set a wrong precedent. Organised labour noted the response.

DSAC bursary/scholarship

The employer reported that it is not ready to table the draft policy. It was agreed to defer it to the next DBC.

Policies

Members will recall that the employer tabled the following policies: Policy on Occupational Health and Safety, Hospitalisation Trauma and Bereavement Policy and Procedure, DSAC HR Policy on Non-Financial Incentives, and DSAC PMDS Policy. The employer reported that the Policy Task Team has not convened owing to unavailability of members. It was agreed that parties must by 26 June 2026 have consolidated and submitted all inputs. The PSA confirmed that the Union has submitted inputs already.

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

Reuben Maleka
GENERAL MANAGER