



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

29-09-2026

What is happening at DSAC?

Policies

Members will recall that the draft policies were previously tabled at the Departmental Bargaining Chamber and subsequently referred to the Policy Task Team for further consultation. Members are hereby afforded an opportunity to review the following *attached* draft policies and provide their comments and inputs:

- **Policy on Non-Financial Rewards for Outstanding Performance and/or Conduct:** The purpose of this policy is to provide a framework for recognising and rewarding employees who demonstrate exceptional performance and/or conduct. The policy seeks to acknowledge employees whose contributions advance the mandate of DSAC and exceed the expectations outlined in the Department's strategic objectives and the relevant employee performance agreements.
- **Performance Management and Development Policy (PMDS):** The Performance Management and Development System (PMDS) aims to improve employee performance in an effective and efficient manner, thereby enhancing both the quality and quantity of individual outputs and contributing to the overall performance of the Department. The PMDS is not only intended to improve organisational performance but also to develop employee capacity, foster professional growth, and instil a sense of ownership, accountability, and commitment among employees.

Members are requested to submit their inputs and comments to velucia.maluleke@psa.co.za / siphom@dsac.gov.za by **2 October 2026**. Members will be informed of developments.

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

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GENERAL SECRETARY