



FOR PSA MEMBERS: **DEPARTMENT OF WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (DWYPD)**

25-06-2026

Feedback: DWYPD Departmental Bargaining Chamber (DBC) – 24 June 2026

Acquisition of office space

The employer reported that the current office lease expires in September 2027 and that processes to secure alternative accommodation are underway. Engagements with the Department of Public Works and Infrastructure have taken place to facilitate the relocation process. The PSA noted the report and urged the employer to ensure that labour is represented in the relocation task team to promote stakeholder participation and meaningful consultation. The employer committed to establishing the task team. Members will be updated on progress.

Occupational health and safety compliance

The PSA previously raised concerns regarding an unpleasant odour in the building affecting employees. The employer reported that the issue on the first floor of the registry office has been resolved through the replacement of carpets with ceramic tiles and the installation of fresh air intake fans and diffusers to improve air circulation and reduce carbon dioxide levels. The matter is regarded as resolved. The PSA noted the report. The PSA is committed to ensuring members' health and safety. Members are encouraged to report any health and safety concerns to their occupational health and safety representatives.

Departmental vacancy report

The employer reported that there are currently 14 vacant positions in the Department, translating to a vacancy rate of 9.5%. Of the 14 vacant positions, seven have been advertised and are at various stages of the recruitment and selection process. The remaining four positions will be advertised once all internal processes have been finalised. The PSA noted the employer's report and urged the employer to fast-track the recruitment process to relieve the work pressure currently experienced by employees. The PSA also requested that future reports include information on employees exiting the Department. The report should include employees leaving through the early-retirement programme and voluntary-exit programme processes to enable effective monitoring and oversight to ensure that opportunities created through these programmes contribute towards the appointment of young graduates and youth into positions vacated through such exits.

Departmental policies

The employer previously tabled the following policies at the DBC as they were due for review: Occupational Health and Safety (OHS) Policy, Smoking Policy, and Appointment of Personal Aides Policy. The PSA submitted inputs that were accepted by the employer. Following several task team meetings to engage on these policies, the policy task team members confirmed that they consulted sufficiently, and the consultation process has been finalised. Subsequently, the policies were adopted. The PSA urges members to familiarise themselves with the approved policies, which ordinarily must be workshopped to employees. Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

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GENERAL MANAGER