



FOR PSA MEMBERS: **THE PRESIDENCY**

08-09-2026

Feedback: Presidency Departmental Bargaining Chamber and Annual General Meeting - 7 September 2026

Annual General Meeting

Parties confirmed the vote weights as issued by the GPSSBC. It was noted that currently, the PSA is still the majority Union in Presidency and represents 64.18% of the total vote weights in the Chamber.

Optimisation of Presidency organisational structure

As previously reported, the employer again indicated that the amended structure was currently still with the Director-General for a decision. It was also reported that the structure that was submitted excluded amendments to Legal Services, HOPA, and REMCOM. The purpose is also to ensure that a work study investigation be conducted in Legal Services to address any anomalies as previously raised with the employer and that the process is anticipated to be concluded within two months.

Discipline Management report

The PSA noted the report by the employer and raised concerns that there is a non-adherence to timeframes in the Department, especially those in Grievance Procedures, which are not being met on a regular and continuous basis. The PSA requested that the concerns, which are prevalent in most Departments regarding a lack of adherence, be escalated by the Chamber Secretariat for intervention at GPSSBC EXCO/Council level.

Leave Automation System

The employer reported that training is ongoing and is scheduled for 28, 29, and 30 September 2026. The employer undertook to engage with the Line Manager to ensure that staff members are released to participate in the training. Members are encouraged to participate in the training.

Implications: Declaration of Union Buildings as World Heritage Site

The employer requested a special Chamber meeting to make a presentation on the progress and implementation plan. Members will be informed once the presentation is made.

Access to Bryntirion Estate for sporting facilities / Corporate and sporting uniforms

The employer reported that a meeting was held with relevant stakeholders and the outcome was not favourable to utilise the facilities at Bryntirion Estate. It was also reported that uniforms for the choir are in the process of being rolled out, and fittings were done in Cape Town, with fittings in Pretoria planned for 9 September 2026. The employer further undertook to provide uniforms for all other sporting activities. Labour will be kept informed on the roll-out process, which includes a project plan for sharing at the next meeting.

Overtime: Household Drivers and Events Officials

The PSA previously raised concerns that officials are frequently required to perform duties beyond normal working hours whenever Principals are undertaking official engagements, events, travel, or related activities. These employees are expected to remain available and continue rendering support services outside ordinary working hours without adequate compensation mechanisms being consistently implemented. The current situation places employees under strain and creates unfair labour practice concerns relating to compensation for overtime worked. The PSA also proposed that the employer must implement a formal role-playing allowance mechanism for affected employees; and/or provide approval and implementation of a planned/pre-approved overtime system to ensure employees are fairly compensated for actual overtime worked; and develop a standardised policy regulating after-hours support for Household Drivers and Events Officials to ensure consistency and compliance with the *Basic Conditions of Employment Act* and applicable PSCBC resolutions. The employer indicated that it is awaiting a motivation for Drivers in the Presidency and will conduct a benchmarking exercise, analyse this, and submit to the DPSA for consideration. It was also agreed that parties will engage in a special Chamber meeting before the proposal is made to the DPSA.

Request for submission of employee photographs and POPIA concerns

The PSA previously raised with the employer that it noted that employees were requested to provide their photographs without consulting labour or providing sufficient clarity regarding the purpose, storage, processing, security, and retention of such personal information. The PSA is concerned that this may constitute an infringement of the provisions of the *Protection of Personal Information Act, 4 of 2013 (POPIA)*, particularly regarding lawful processing, consent, purpose specification, and minimality requirements. The PSA requested the employer to provide the legal basis and purpose for the collection of employee photographs; clarify how the information will be stored, processed, secured, and disposed of; confirm compliance with *POPIA* requirements; suspend the compulsory submission process pending consultation with the PSA; and develop a clear policy governing the collection and use of employee biometric and photographic information. The employer responded that the information is required for updating the organogram and that it was unable to upload old pictures on the system. The employer apologised for not providing a response to labour on previous proposals. Parties agreed that it be deferred to the special Chamber meeting for a response.

Members will be kept informed.

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Reuben Maleka

GENERAL SECRETARY