



FOR PSA MEMBERS: **THE PRESIDENCY**

09-06-2026

Feedback: Presidency Departmental Bargaining Chamber meeting - 5 June 2026

Optimisation of Presidency organisational structure

The employer reported that the amended structure was finalised and submitted to the Director-General before it is submitted to the DPSA for approval. The PSA, however, raised that the Union had not yet received a copy of the final structure as undertaken by the employer in the previous meeting. The employer indicated that the documents could not be submitted electronically owing to the volume and would provide labour with a printed copy.

Discipline management report

The PSA took note of the report by the employer on grievances for the period. It was, however, raised that there was no clear indication of the duration of the grievances nor the reasons for exceeding the timeframes in the procedure (whether by agreement or not) and the actual status. The employer was requested to augment the report.

Leave automation system

The employer previously indicated that it had commenced training on the utilisation of the system and encourage labour to request members to participate in the training. The employer will provide labour with the dates and nomination forms for training. Members are encouraged to participate in the training.

Implications: Declaration of Union Buildings as World Heritage Site

The employer previously tabled a presentation on the implications of the declaration and progress that was made with the project. Labour, however, raised that there was a need for more in-depth discussions. The employer was requested to provide labour with the list of positions that would be created and associated training opportunities. It was also requested that the employer must provide labour with the training implementation plan to ensure that all employees have equal access to opportunities in the Presidency.

Overtime: Household Drivers and Event Officials

The PSA tabled a proposal to the employer on Household Drivers and Events Officials who are frequently required to perform duties beyond normal working hours whenever principals were undertaking official

engagements, events, travel, or related activities. Those employees were expected to remain available and continue rendering support services outside ordinary working hours without adequate compensation mechanisms being consistently implemented. The current situation placed employees under strain and created unfair labour practice concerns relating to compensation for overtime worked. The PSA 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 would obtain a mandate and respond to the PSA's proposal at the next meeting.

Appointment of officials in posts affected by moratorium

The PSA requested clarity from the employer on the policy provision for the employer to continue filling positions after a moratorium was placed and the method of filling these positions being employed. The employer indicated that it would obtain a mandate and respond to the PSA's proposal at the next meeting.

Request for submission of employee photographs and *POPIA* concerns

The PSA raised with the employer that the Union had 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 was required for the updating of the organogram, and it was unable to upload the old pictures on the system. The employer further indicated that it did not have a mandate to stop the process but would provide the PSA with a response to its proposal by Wednesday.

Members will be kept informed of developments.

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GENERAL MANAGER