



FOR PSA MEMBERS: THE PRESIDENCY

24-04-2025

Feedback: Presidency Departmental Bargaining Chamber (DBC) – 21 April 2025

Optimisation of Presidency structure

Members were informed that the draft organisational structure will be presented during the next management meeting. Once approved by the management, the item will be tabled at the DBC for consultation. The employer reported that the meeting with top management was scheduled for 28 March 2025, however, the draft organisational structure was not adopted since the employer was requested to change several aspects of the structure. Once this is done, the employer will table the item to the DBC for consideration and consultation. The PSA was disappointed with the employer's slow pace in addressing this item and urged the employer to expedite the process as members continue to experience burnout as they are overworked. The employer will schedule a special DBC meeting to engage on this matter.

Leave Automation System

The employer previously reported that the procurement processes for purchasing computers for employees who do not have access to laptops had been finalised, and a designated area where employees could utilise the computers had been identified. The employer reported that the installation is in progress and will be finalised in due course, additionally, training on the Leave Automation System will be offered to ensure that employees do not have difficulties when accessing the system. The date for training will be communicated by no later than 25 April 2025. The PSA welcomed the initiative and urged the employer to speed up training to avoid frustrations as the system is already operational.

Filing of critical posts

Members were informed that ten priority positions had been identified for advertising in the fourth quarter, and a recommendation for advertising priority positions was submitted for management's approval. The employer had indicated that the submission to advertise the positions was approved. The positions were advertised in March, and other internal processes to fill these are ongoing. Four more priority positions were identified and are subjected to internal recruitment processes. The PSA noted the report and asked the employer to expedite its processes because employees are overworked.

Nomination of Union Buildings as World Heritage Site

Members will recall that the PSA previously requested that the employer schedule briefing sessions with employees to convey information about the implications and benefits of the Union Buildings' designation as a World Heritage Site. The employer stated that the briefing of all employees had taken place. Labour was invited to the site visit at Robben Island in Cape Town on 15 to 17 April 2025. The employer committed to submitting a detailed report by no later than 25 April 2025. The PSA noted the report and urged the employer to prioritise the report.

Discipline Management Report

The PSA tabled the Discipline Management Report for consideration and deliberation at the DBC after observing that the employer did not manage disciplinary matters properly in accordance with relevant resolutions and legislation. The PSA also requested that the employer must provide an updated report quarterly, which included grievances lodged, misconduct cases, arbitrations, suspensions, and Labour Court cases. The employer submitted a detailed report as requested. The PSA noted the report and demanded that the employer must submit the total number of reported cases per union as this will assist monitoring per trade union. The PSA will continue to monitor compliance.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER