



FOR PSA MEMBERS: **DEPARTMENT OF ENERGY AND ELECTRICITY (DEE)**

14-11-2025

Feedback: DEE Departmental Bargaining Chamber - 13 November 2025

DEE organisational structure

It was previously reported that the employer had submitted the DEE start-up organisational structure to the Minister of Public Service and Administration (MPSA) for final determination. It reported that the MPSA approved the start-up structure and instructed that the Chief Directorate: Intergovernmental Relations, International Collaboration and Transformation be re-purposed and accommodate the following functions together with its concomitant resources. It further reported that the MPSA instructed that the Department should review the start-up organisational structure in line with the strategy. Consequently, the Department obtained a mandate from the DEE Minister to conduct review of the organisational structure.

During the recent meeting, the employer reported that it is in the process of finalising the macro-organisational structure, which only focuses on the executives, and that it will be followed by the micro-organisational structure, which will be inclusive of all other categories of employees. The PSA expressed concerns regarding the fact that the process of macro-organisational structure is almost completed without labour being given an opportunity to provide inputs and further demanded that the employer must share such draft structure with labour. The employer responded that a draft macro-organisational structure would be shared with labour together with Terms of Reference for the Departmental Restructuring Task Team by not later than 14 November 2025.

Policies

The employer reported that it has consulted labour about the following policies through the task team, however, there were no material changes made, instead they were only renamed from Department of Mineral Resources and Energy (DMRE) to Department of Energy and Electricity (DEE). It further reported these policies to be adopted:

Policy on Management of Strike; Policy on Precautionary Suspension and Transfer; Recruitment Policy; Policy on Job Evaluation and Job Description; Transfer Policy; Vetting Policy; Policy on Security Risk Management; Policy on Records Management; Acting Allowance Policy; Management of Leave Policy; Condolence Policy; Overtime Policy; PMDS Policy; Internal Bursary Policy; Mentorship Policy; Harassment Policy; Wellness Management Policy; Health and Productivity Management Policy;

Subsistence Abuse Policy; Forms Design Policy; External Bursary Policy; Education, Training and Development Policy; Acting Allowance Policy; Facility Management Policy; and Adult Education Training Policy. The PSA noted the employer's submission and members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER