



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

25-09-2025

## Feedback: DEE Departmental Bargaining Chamber Meeting: 23 September 2025

### **DMPR organisational structure**

The employer reported that it had submitted the DEE start-up organisational structure to the Minister of Public Service and Administration (MPSA) for final determination. It was 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 be accommodated together with its concomitant resources. It was 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 a review of the organisational structure. The Organisational Development Section (OD) is currently conducting a diagnostic analysis to ensure configuration of macro-organisational structure. The PSA noted the presentation by the employer and demanded that a project plan be shared with labour to allow meaningful engagement. The employer committed to circulating the project plan soon.

### **Policies**

The employer tabled the following policies to be reviewed and requested that these be deferred to the task team for further engagements with labour: Policy on Management of Strike, Policy on Precautionary Suspension and Transfer, Recruitment Policy, Policy on Job Evaluation and Job Description, Transfer Policy, Policy Management of Secondment, Vetting Policy, Policy on Security Risk Management, Policy on Records Management, Acting Allowance Policy, Management of Leave Policy, Condolence Policy, Overtime Policy, Policy on Working Arrangement, PMDS Policy, Internal Bursary Policy, Mentorship Policy, Harassment Policy, Wellness Management Policy, Health and Productivity Management Policy, Youth Development Program 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 presentation of the policies and agreed to defer these to the policy task team for further deliberations. Members are invited to peruse the *attached* policies and provide inputs to [aubrey.mabotsa@psa.co.za](mailto:aubrey.mabotsa@psa.co.za) not later than **3 October 2025**.

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

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GENERAL MANAGER