



FOR PSA MEMBERS: DEPARTMENT OF EMPLOYMENT AND LABOUR (DEL)

14-05-2025

Feedback: DEL Departmental Bargaining Chamber – 12 May 2025

The following points were discussed:

Departmental vacancy report

The employer reported that the current organisational structure has 13 629 posts, however, there is a high vacancy rate with about 4 688 vacancies. The employer further reported that concurrence to fill a meagre 293 positions was received, of which 115 has since been advertised and 178 positions will be advertised in the current quarter. The PSA remains concerned about the high rate of vacancies, which has a bearing on service delivery and welfare of employees. The report was thus noted with disappointment and the employer was urged to do better.

Conversion: Ixopo Labour Centre and Richmond Satellite Office

Members are aware that the employer has decided to convert the Ixopo Satellite Office into a Labour Centre. Subsequently, engagements ensued with the employer to ensure that the interests of members are protected, which led to the establishment of a task team. The task team made recommendations, which proposed that over and above provisions of the Resettlement Policy, the employer should consider once-off payment of incidental costs, and payment of transfer fees to employees willing to purchase houses around Ixopo, provision of transport for employees willing to commute on a daily basis, and an early-retirement option without penalty to employees who might consider leaving the public service. Subsequently, parties resolved to conclude a collective agreement to provide a framework to regulate staff movement.

Departmental ICT challenges

Members will recall that the PSA tabled the matter following complaints from members that the departmental system is always offline, which contributes to long queues at various Labour Centres. The employer reported that it had identified a network security breach, which occurred on VPN through SITA and the CSIR was appointed to conduct a forensic investigation. The Department will assess current cybersecurity maturity to identify gaps and areas for improvements. The PSA expressed concern about the employer's failure to resolve ICT challenges, thus frustrating employees. The employer hinted that the high vacancy rate in the ICT component also contributed to the inability to address IT challenges. The

PSA reiterated the importance of filling vacant positions and urged the employer to consider filling these vacancies if the department is serious about serious delivery.

Movement: Johannesburg Provincial Office

Members are aware that the employer initiated a movement of employees to a new building and that shuttle services were also provided. The process commenced on 11 November and was completed on 29 November 2024 where the employer established a Relocation Task Team, although excluding labour. Upon robust engagement, labour was finally included in the Task Team. The PSA challenged the employer's decision to terminate the provision of shuttle services by the end of March, which led to continued service for all affected employees.

Factory production: Supported Employment Enterprises (SEE)

The PSA had tabled the matter for discussion and requested the employer to conduct a job-evaluation process for Factory Production: Supported Employment Enterprises. The employer committed to responding to the matter in the next DBC meeting. In the meeting, the employer reported that a multilateral meeting was subsequently convened to gather information and was now ready to commence with the job-evaluation process. The PSA noted the report and will continue to monitor the process.

Procurement: Laptops

The PSA tabled the matter following complaints from members that some employees in Labour Centres are working without laptops, which hinders service delivery, whilst individual performance is also affected. The employer requested the PSA to provide specific workplaces where employees are without laptops. The PSA committed to providing such information by 14 May 2025.

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