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

22-10-2025

Feedback: DEL Departmental Bargaining Council – 20 October 2025

Determination of vote weights

The Secretariat presented the vote weights in accordance with Clause 16.1 of the GPSSBC Governance Rules:

Trade union	Membership	Vote weight
PSA	5 758	66.84%
Nehawu	2 761	32.05%
Popcru	96	1.11%

The PSA welcomed and noted the vote weights as presented and appreciates the shop stewards who continue to recruit and service members to ensure that the PSA retains the majority status.

Filling Departmental vacancies

The employer reported that the Department has 12 819 approved posts, with 8 896 positions filled, and 3 924 vacant positions, inclusive of both the Unemployment Insurance Fund (UIF) and Compensation Fund (CF). Further, from 1 April 2025, 384 posts were advertised and 72 filled, whilst 312 are currently in different recruitment stages. The information excluded both the UIF and CF in so far as recruitment process is concerned, as the information is still being consolidated. The PSA remains concerned about a high number of vacancies and inconsistent application of recruitment processes. Parties resolved to meet on 11 November 2025 to discuss the matter further.

Departmental ICT challenges

Members are aware that the PSA tabled this matter following complaints that the departmental system is often offline, attributed to long queues, and affects individual performance. The employer had acknowledged that there is a system problem and attributed challenges to ageing infrastructure with a slow system response, ineffective storefront system, and slow emails system, which are currently being addressed. The PSA noted the report and will continue to monitor developments.

Procurement of laptops

Members will recall that the PSA tabled this matter upon alerts from some regions that they have not been provided with laptops as necessary tool-of-trade, where the employer failed to address the matter despite numerous requests from employees. Subsequently, in this meeting, the employer reported that 265 laptops were procured with a further submission of 285 enroute to the acting DG for approval. The said laptops will be distributed latest by the end of November 2025. The PSA welcomed the progress report and will continue to put pressure on the employer until all employees receive laptops.

Project 20 000 Inspectors Interns

Members will recall that it was previously reported that the employer had indicated that the Department is currently recruiting 20 000 Interns in phases. During the recent meeting, the employer reported that so far it has managed to procure 4 000 laptops for this project, and other laptops will be procured when all Interns are appointed. The employer reported that the Department has established workstream, inclusive of organised labour, and the progress report is yet to be submitted on the project.

Unbundling of Funds

Members were informed that the Department intends to separate the Unemployment Insurance Fund and Compensation Fund from the Department to be fully independent. During the recent meeting, the employer reported that the project involves the development of four comprehensive business cases for the reconfiguration of the DEL and the transition of the UIF, CF, and Supported Employment Enterprise (SEE) into independent entities. These business cases are structured according to the Department of Public Service and Administration and National Treasury guidelines and include organisational design, financial modelling, and legislative amendments. Further, the employer reported that the Department began consultation with Nedlac in October 2025, which will be followed by Cabinet submission scheduled for March 2026. The gazetting of draft legislation and public comment process is scheduled for April 2026. The Parliamentary process, including committee reviews and debates, is expected to run from mid-2026 to early 2027. The Presidential assent is target for March 2027, enabling the legal establishment of the UIF and CF as autonomous public entities by 1 April 2027. This timeline ensures that all legislation requirements are met in a timely and coordinated manner, supporting broader transformation goals. The PSA noted the report, and members will be informed of developments.

Withdrawal: Work-from-home arrangements

The PSA tabled this matter following the departmental issuance of the work-from-home circular. During the recent meeting, the PSA expressed disappointment with the employer for the withdrawal of work-from-home arrangements without consultation with labour. The PSA viewed this sudden withdrawal as a disregard of parties in the Departmental Bargaining Chamber and demanded an immediate reversal of such a circular until proper consultation is observed. The employer responded that it has no mandate to deal with the matter and proposed that organised labour, through the DBC, should request a meeting with the acting Director-General as the Accounting Officer and the author of the said circular to discuss the matter further. It was resolved that organised labour will write a letter and send it through the Secretariat's office for the attention of the acting DG not later than 24 October 2025. The PSA will utilise all available avenues until a proper consultation is done on the matter.

Performance Agreement: Gauteng Inspectors

Members are aware that the PSA had tabled this matter after Gauteng Inspectors' performance contracts were unilaterally changed pertaining to their target from 15 per month to 15 bi-weekly, unlike other

Inspectors across the country. Following numerous engagements, their performance targets have been adjusted accordingly. However, the only concern that is raised relates to some of the additional functions that will be discussed with the Gauteng management through a bi-lateral meeting soon.

Job evaluation for Factory Production: Supported Employment Production

It was previously reported that the PSA tabled this matter for discussion and demanded that job evaluation process for the Supported Employment Enterprise be conducted. During the recent meeting, the employer reported that the job evaluation process is underway, in that it has started with job profiling and interviewed affected employees. The PSA welcomed the progress report and will continue to put pressure on the employer until the process is concluded.

Intimidation of Inspectors: Mpumalanga

The PSA tabled this matter following complaints from the Mpumalanga region that some Inspectors started to receive death threats for conducting inspections in some workplaces. This matter was reported to the Mpumalanga management, but nothing was done, and it is alleged that some senior managers could be involved in these threats and intimidation. The employer responded that after receiving this complaint from the PSA, investigations have been activated, and all affected employees were interviewed. The employer reported that it is still waiting for the Provincial Chief Inspector who is currently on sick leave to get back to work to be interviewed as well, and investigation outcome and recommendations will be communicated to organised labour.

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