



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

27-11-2025

Feedback: DEL Departmental Bargaining Council - 24 November 2025

Filling Departmental vacancies

Members will recall that this matter is standing item wherein the employer is providing progress reports pertaining to the filling of vacancies. In this meeting, the employer reported that out of 12 819 approved posts, 8 922 filled with 3 655 vacancies, which includes the Unemployment Insurance Fund (UIF) and Compensation Fund (CF). Further, 1 873 posts have been advertised and are on different recruitment stages. The PSA noted the report but expressed concern regarding decentralisation of the UIF and inconsistent placements. Subsequently, the PSA demanded that placement must be kept in abeyance pending meaningful engagement. The employer responded that it would engage with the UIF management on the PSA's demand and committed to providing feedback not later than 28 November 2025.

Departmental ICT challenges

It was previously reported that the PSA tabled this matter following complaints that the departmental system is often offline, thus affecting service delivery. The employer had acknowledged that there is a system problem and attributed these challenges to ageing infrastructure with a slow system response, which is currently being addressed. The PSA noted the report and will continue to monitor developments.

Procurement: 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 tools of trade, where the employer failed to address the matter despite numerous requests from employees. In this meeting, it was reported that the ICT Component managed to procure 300 laptops. The PSA questioned the employer whether 265 laptops that were previously procured have been delivered to the users. The employer reported that it would investigate whether 265 laptops were issued to their respective users and feedback will be provided in the next meeting. The PSA noted the report.

Project 20 000 Inspector: Interns

Members are aware that the employer indicated that the Department is currently recruiting 20 000 Interns in phases. 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. At the recent meeting, it was reported that the *status quo* remains in that not much has been done since the previous meeting. The PSA questioned the employer on whether workstreams are still effective, noting that the PSA has never been invited to any meeting. The employer responded that no workstream meetings have taken place since the inclusion of organised labour and committed that labour will be invited going forward.

Withdrawal of work-from-home arrangements

Members will recall that the PSA tabled this matter following the departmental issuance of a work-from-home circular. In the previous 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 the said 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 author of the said circular to discuss the matter further. At the recent meeting, the employer reported that it is aware that the PSA has held a meeting with the acting Director-General and it is of the view that there was feedback from the acting DG on this matter. Noting that the employer had no appetite to resolve the matter, the PSA invoked Clause 17 of the GPSSBC Governance Rules. This Clause makes provision for a facilitation process, which means that should parties not find each in the facilitation process, the PSA will reserve its rights and declare a dispute. The PSA will continue to advocate for members' interests.

Job evaluation for Factory Production: Supported Employment Production

It was previously reported that the PSA tabled this matter for discussion and demanded a job evaluation process for the Supported Employment Enterprise. In the previous meeting, the employer reported that the job evaluation process was underway, in that it had begun with job profiling and interviewed affected employees. At the recent meeting, the employer reported that the preliminary report was presented to the Job Evaluation Committee for quality assurance. It further reported that the JE panel was set to meet in the next two weeks and anticipated to concluding the entire process in February 2026. 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 received death threats for conducting inspections at some of the workplaces. This matter was reported to the Mpumalanga management, but nothing was done. It is alleged that some senior managements 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. At the recent meeting, the employer reported that the *status quo* remains in that it is still waiting for the Provincial Chief Inspector who is currently on sick leave to return to work to also be interviewed, and the investigation outcome and recommendations will be communicated to organised labour.

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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