



FOR PSA MEMBERS: **DEPARTMENT OF HUMAN SETTLEMENTS (DHS)**

24-07-2025

Feedback: DHS bilateral meeting – 22 July 2025

A bilateral meeting was held on 22 July 2025, and the following issues were discussed:

Declined cross-transfers of employees

The PSA was alerted that the employer is declining cross-transfer applications for some employees despite complying with the necessary regulation and applicable policies. Affected employees cited, amongst other reasons, closeness to their place of residence that would result in cost saving and shorter travelling, thus improving the quality of life. The Director General (DG) argued that the Department is busy with an organisational structure review and thus the transfers were declined. The PSA was not satisfied with the DG's response and urged him to reconsider the decision as the rationale for such decline is not legally sound. The DG indicated a willingness to reconsider the decision once the submission is resubmitted with the necessary supporting documents such as performance records, leave records, and disciplinary records from employees of both departments. It was agreed that the applications be considered within one month of receiving the necessary documents.

Proposed reassignments to CORE Section of DHS

The PSA tabled the matter after employees, mostly from Support Services, reported that they have received emails instructing them to urgently indicate to which CORE sections they would like to be reassigned. The PSA was shocked as the matter was never tabled in the Chamber for consultation, hence clarity was sought. The DG responded that the Department has more Support staff than CORE staff, thus hampering service delivery. CORE employees are not coping with service demands, especially when there are housing disasters around the country. However, the email sent to employees was just to sensitise them of the intention. The PSA thus indicated that it would wait for the employer to table the matter in the Chamber.

Proposed employee annual awards

The DG reported that the Department intends to launch the best-performing employees' annual awards with monetary value in sections and categories before the end of 2025 and requested support from the PSA. He cited the example of the current practice where employees who leave the Department are given monetary farewell gifts, which he argued there was no value for the money. In principle, the PSA supported the initiative as it will benefit members, increase competition, productivity and contribute to the

retention strategy. The PSA is, however, cautious as the introduction of the new benefit should not be at the expense of the existing benefit as the two are not dependent upon each other and can thus co-exist. The PSA will, however, engage at the right time pertaining to the modus operandi and the criteria for such awards.

Members will be updated on developments.

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

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GENERAL MANAGER