



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

24-11-2025

Update: DHS Special Departmental Bargaining Chamber (DBC)

A special DBC meeting was convened, and the following key items were discussed:

Labour's response: Proposed Micro-Organisational Structure

Members will recall that the employer tabled a proposed micro-organisational structure at the last DBC meeting for labour's consideration. Labour noted the proposal and indicated that mandates would be obtained from members. The structure was subsequently shared. Inputs were received, particularly from directorates most affected by proposed changes. The PSA presented comprehensive feedback, sought clarification where required, and made constructive proposals. The employer acknowledged the presentation but indicated that proposals requiring additional human resources ("warm bodies") may be limited by Cost of Employment (COE) constraints for the next three financial years. The employer emphasised that the filling of vacant posts requires approval from the Director-General (DG), following motivation by the executive management team. The employer requested two weeks to reflect on the PSA's inputs and engage the DG where necessary.

Migration and Placement Framework

The employer presented a draft framework outlining how employees will be placed once the new structure receives concurrence and approval from the Minister for Public Service and Administration. The intention is to ensure that the placement process is fair, transparent, consistent, and aimed at minimising disputes.

Key principles highlighted include:

- Placements must not be used to promote or demote employees.
- Employees will be placed according to the functions they perform and the skills they possess.
- Service-delivery continuity must be protected.
- Additional skills may be utilised across directorates through secondments and acting arrangements.

All new posts will undergo job evaluation and grading before being advertised, with priority given to internal employees. The process aims to ensure that all employees are matched and placed appropriately.

and where employees become additional to the structure, they will be upskilled or reskilled for potential redeployment.

The migration process will unfold in three phases:

- Posts with minor changes,
- Posts with major changes (over 60%), and
- Vacant positions.

A Placement and Matching Committee will be established, comprising of the employer, labour, and management. A mutually agreed-upon chairperson will be appointed. The Committee will keep full records to ensure transparency. Employees who dispute their placements may lodge internal grievances before escalating externally. The Committee will have the power to make recommendations, with the DG serving as the final decision-maker. Where multiple employees qualify for limited posts, skills and experience will guide decisions. New unmatched posts will be ring-fenced for unplaced employees before external advertising is considered. Labour noted the presentation and requested two weeks to consult members and obtain a mandate. Members are urged to submit their inputs to the proposed process to velucia.maluleke@psa.co.za by no later than **2 December 2025**.

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

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GENERAL MANAGER