



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

28-08-2025

Feedback: DHS Departmental Bargaining Chamber (DBC) meeting - 26 August 2025

Determination of vote weights: GPSSBC Chambers 2025/26

Herewith the determination of vote weights for the trade unions admitted to the GPSSBC Departmental Bargaining Chamber for the DHS:

Trade Union	Membership	Vote weights
PSA	282	68,77%
NPSWU	2	
Hospersa	0	
Sadtu	0	
Total	284	
Nehawu	129	31,23%
Nupsaw	0	
Total	129	
Popcru	0	0,00%
Pawusa	0	
Total	0	
GRAND TOTAL	413	100.00%

The determination is done in terms of the provisions of clause 16.1 of Resolution 1/2012, Governance Rules for Chambers, as at 31 December 2024.

OHS compliance and monitoring

The employer reported that the OHS committee was established and will meet monthly. Letters of appointment were sent to OHS representatives. The OHS policy was approved, and awareness workshops will be conducted. The committee reported the following incidents and activities related to OHS:

- The Landlord will maintain the back-up generator.
- Anti-slip rubbers in building 260 required to be fixed before the rainy season starts.
- There is a problem with the alarm system, which provides false signals on a regular basis.
- A report from the service provider indicated that the bridge between the two buildings was declared to be safe even though it required minor repairs.
- The refurbishment at building 260 of which painting caused a strong smell.
- A bio-metric system was introduced and was indicated to have a high risk of causing a health hazard.
- An evacuation drill will be conducted in the next quarter.

The Health and Wellness Directorate raised concern about the escalation of diabetes and high blood pressure cases in the Department and proposed intervention measures. The Department will be rolling out aerobics where officials are encouraged to participate as part of their wellbeing. The PSA noted the comprehensive report and urged the employer to continue to comply with OHS provisions.

Additional parking bays

Members will recall that the Department reported that it is in contact with the Department of Public Works and Infrastructure to provide 200 additional parking bays. It was reported that the landlord of Barkley House will no longer conclude long-term leases going forward and therefore the DPWI will be advised on whether or not to proceed with the procurement process for parking bays. The employer indicated that it is in the process of looking for an alternative office building within a reasonable radius near the DHS offices. The PSA noted the report and will await further feedback.

Organisational structure

The employer reported that the Minister approved of the macro structure, which included inputs received from labour. The employer started engaging in the process of developing the macro structure where SMS members were said to have participated in the development of the draft structure going as far back as last year. *EY Consultancy* is the service provider that was procured for the development of the new organisational structure and gave a presentation on various changes in directorates. The purpose of the presentation was to give labour an update on the outcome of the signed-off and approved structure where the next step will be to start with the development of the micro structure for employees in the bargaining unit. The PSA noted the report and envisaged convening a meeting with SMS members to establish how the changes in the organisational structure affected them.

Departmental skills audit

Members will recall that the Department embarked on a process of requesting officials to participate in a survey that was meant to obtain and check what type of skills the officials have. The employer raised a concern that participation was not satisfactory. The PSA noted the concern and requested the employer to extend the audit so that more employees can participate in the process. However, the employer indicated that the contract of the service provider had expired and cannot continue with the audits. Parties agreed to further discuss the outcomes of the survey of those officials who participated through a multi-lateral on a date to be agreed upon.

National School of Government (NSG) Project Plan on Skills Audit

Members will recall that post the 7th Administration, the President called for an audit on skills in various departments, which started in 2024. All Chief Directors and Branch Heads information were submitted to the NSG for skills audit. The NSG and the Human Sciences Research Council are busy developing the

audit for competency framework on the outcome of the audit and this will be submitted by the end of September 2025. The PSA noted the report and will await further updates regarding the project plan.

Culture survey

The employer reported that the Director-General approved the circular regarding the culture survey, and a questionnaire was developed where officials are expected to participate in the survey. An extension was given after the employer realised that only 36% of officials participated. There was no change in numbers even after an extension was given. The service provider is in the process of analysing the questionnaire's for which the closing date was 11 August 2025. A diagnostic report was done by the service provider, and five focus groups were established to date at SMS level. Face-to-face interviews will be done with top management by the end of August 2025. The project team will be requesting an extension for eight weeks to allow the service provider to finalise the project. The PSA noted the report and will address the issue about optimal participation in the survey with members going forward.

New policies

The employer requested to table the following policies on the agenda for discussion at the Departmental Task Team (DTT):

- Harassment Policy
- Disability Policy
- Bereavement Policy
- ICT Project Management Policy
- ICT Cloud Management Policy
- Retention Policy

The PSA raised concern that the employer only tabled the policies without talking to the rationale and/or aspects that require such changes. The PSA requested that the employer should give a summary of amendments in all the draft policies. The employer noted the request and committed to comply with the reasonable request.

Members will be informed of developments.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER