



FOR PSA MEMBERS: **DEPARTMENT OF MINERALS AND PETROLEUM RESOURCES (DMPR)**

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13-08-2025

## Feedback: DMPR Departmental Bargaining Chamber – 12 August 2025

### **DMPR organisational structure**

The employer reported that the Department intends to embark on a full-scale review of the organisational structure and requested the formation of the Departmental Restructuring Task Team. The PSA demanded that the employer must share the documentation that relates to the restructuring, including the project plan. The employer responded that it would share all relevant documents relating to the restructuring by 15 August 2025. The PSA noted the report. Members will be informed of developments.

### **Policies**

The employer tabled the following policies to be reviewed and requested that these be deferred to the task team for further engagements with labour: Precautionary Suspension Policy, Health and Productivity Management Policy, Wellness Management Policy, Employer Equity Policy, Harassment Policy, HIV/AIDS, TB and STI Management Policy, Persal User Policy, Transfer Policy, Recruitment and Selection Policy, Learnership Policy, Strike Management Policy, PMDS Policy, Secondment Management Policy, Resettlement Expenditure Policy, Condolence Policy, Job Description and Job Evaluation Policy, Mentorship Policy, External Bursary Policy, Adult Education and Training Policy, Records Management Policy, Facilities Management Policy, Debt Management Policy, Revenue Management Policy, Petty Cash Management Policy, Security Policy, and Procedures and Vetting Policy.

The PSA noted the presentation of the policies and agreed to defer these to the policy task team for further deliberations. Members are invited to peruse the *attached* policies and provide inputs to [aubrey.mabotsa@psa.co.za](mailto:aubrey.mabotsa@psa.co.za) by not later than **19 August 2025**.

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

Reuben Maleka  
GENERAL MANAGER