



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

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21-11-2025

## Feedback: DMPR Departmental Bargaining Chamber – 20 November 2025

### DMPR Organisational Structure

Members will recall that it was previously reported that the Department intends to embark on a full-scale review of the organisational structure. During the recent meeting, it was reported that a Departmental Restructuring Task Team has since been established and a draft Term of Reference was shared with labour for inputs. The PSA questioned the employer about progress made to appoint a service provider who will be responsible for the organisational design. The employer responded that the process to appoint a service provider was concluded on 3 November 2025. It further indicated that it is currently consulting its internal legal services on the Service Level Agreement, which is anticipated to be signed with service providers by not later than 30 November 2025. The PSA noted the report and is ready to engage.

### Policies

The employer reported that it has consulted labour about the following policies through the task team, however, there were no material changes made, instead these were only renamed from the Department of Mineral Resources and Energy (DMRE) to the Department of Mineral and Petroleum Resources (DMPR). It further requested that these policies be adopted.

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, Learnership Policy, Strike Management Policy, Secondment Management 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 Policies were duly adopted although the PSA did not have mandate, however, confirmed that there was adequate consultation.

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

Reuben Maleka  
GENERAL MANAGER