



FOR PSA MEMBERS: **DEPARTMENT OF TRANSPORT (DoT)**

11-09-2025

Feedback: DoT Departmental Bargaining Chamber - 10 September 2025

OHS compliance

The employer reported that Employee Health and Wellness hosted a wellness expo on health and safety awareness on 9 September 2025. Water samples were tested on 13 August 2025 and water filters were replaced on 22 August 2025. The Departmental contingency plan was reviewed in August 2025. There was one related to occupational health matters, which was reported. The matter is still under investigation. Incidents of fire smoke are receiving internal attention, and a full report will be submitted at the next DBC meeting. The Department will hold the OHS committee meeting on 30 September 2025. The PSA noted the report and urged the employer to fast track the procurement of smoke detectors and aircon systems.

Vacancy report

The employer reported that EXCO took a decision that owing to the moratorium on the advertisement of positions, it was recommended that Senior Management Services (SMS) posts from Chief Director to Deputy Director-General level will be prioritised. There are eight senior positions identified as critical. Branches were advised to submit motivations to Human Resources to request for filling of posts below SMS level. The post of Assistant Director and Deputy Director at the Labour Relations Directorate were advertised and will be filled in due course. The PSA noted the report and urged the employer to fast track the filling of lower-level pots to reduce workload for employees.

Temporary and permanent office accommodation

It was previously reported that the employer embarked on a procurement process to secure temporary office accommodation whilst planning to identify a permanent office building. The employer reported that the building that was utilised by *Prasa* was identified as temporary accommodation, but unfortunately it was occupied by the *Road Accident Fund*. The employer committed to search for another office space. The process to identify and procure the permanent building is underway and the employer envisaged to occupy the building in 2029. The PSA noted the report and urged the employer to fast track the process to secure a temporary alternative building by 2026.

Bullying, intimidation, and tribalism

It was previously reported that the issue of bullying, intimidation, and tribalism will be handled by the Change Management Directorate. A comprehensive report will be shared with parties at the next DBC meeting. The PSA noted the report and urged the employer to fast track the process since employees are stressed owing to bullying in the workplace.

State of boardrooms

It was previously reported that the employer purchased chairs and tables for boardrooms. The employer is in a process of procuring the outstanding microphones and electrical devices for the Indaba and Fish Eagle boardroom. The PSA noted the report and demanded that the air conditioning be replaced in all identified boardrooms.

IT networks

The employer reported that the matter was referred to SITA to assist with the procurement of network systems. The process is underway, and a comprehensive report will be submitted at the next DBC meeting.

Telephone sets

The employer reported that telephone sets will no longer be procured and will be replaced by the new telephone systems, which will be linked to laptops and official cellphones. Parties agreed to remove the matter from the agenda.

Review of organisational structure

The employer reported that it has not started with the review of the organisational structure. It is committed to re-introducing the matter as internal processes are finalised. Parties agreed to remove the matter from the agenda. It will be re-introduced as soon as the employer is ready to start consultation on the draft organisational structure.

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

Reuben Maleka
GENERAL MANAGER