

Feedback: DoT Departmental Bargaining Chamber meeting (DBC) - 10 April 2025

Filling of vacant posts

The employer reported there were 13 critical posts identified and five were filled during quarter four. The remaining eight posts are still subjected to internal recruitment processes. The post of Deputy Director-General: Corporate Services, which was advertised last year, is at the last stage to be filled. The PSA noted the report and demanded a comprehensive report regarding all vacant, funded posts and a list of contact posts for further deliberation at the next DBC meeting.

Lease agreement/contract with current landlord

It was previously reported that the Department entered into a month-to-month lease agreement. The Department is in the process of finalising the procurement process to secure an alternative building. The alternative building will include 800 parking spaces to accommodate employees who were received through the National Macro Organising of Government process (NMOG) process. The employer is engaging with the Department of Public Works and Infrastructure to complete the relocation process. The PSA noted the report and urged the employer to resuscitate the relocation task team. The PSA further urged the employer to address OHS non-compliant issues whilst waiting for the relocation process to be finalised.

Occupational health and safety (OHS) report

The employer reported that the OHS committee was active and met regularly. An emergency drill was conducted on 26 November 2024 and 19 March 2025 respectively. There was one injury on duty reported during the fourth quarter. The Department is experiencing challenges with contaminated water in reserve tanks. A service provider, *Delta*, is in a process to purify the water in identified tanks. It was further reported that one fire extinguisher was stolen. The PSA noted the report and raised concern about the contaminated water in the tanks. The PSA urged the employer not to supply such water for consumption by employees. The tanks must be labeled correctly. The PSA further demanded that a circular be issued to sensitise employees about the risk of drinking such water.

Parking space

Members are aware that the employer failed to secure additional parking for employees. The PSA objected to the report and urged the employer to look for a parking space opposite the Pretoria High Court in Paul Kruger Street. Vehicles of employees who park outside the building are broken into daily. The PSA demanded an urgent temporary solution whilst waiting for relocation to the alternative building to start.

Bullying, intimidation, and abuse of power

It was previously reported that the employer requested the Office of the Public Service Commission (OPSC) to assist the Department with an awareness campaign and investigation into bullying, harassment, and intimidation cases reported. The employer was still awaiting feedback from the OPSC. The PSA advised the employer to engage the Department of Public Service and Administration regarding the awareness campaign, since it has just developed a Harassment Policy for public servants. The PSA further urged the employer to start developing a harassment policy that is aligned to the one signed by the DPSA.

State of boardrooms

It was previously reported that the PSA complained that most of the boardrooms did not have proper furniture and equipment. The employer reported that it was still dealing with procurement processes and will provide feedback at the next DBC meeting.

Review: Organisational structure

The employer reported that the process to review the organisational structure was put on hold so that the Department could finalise the National Macro Organizing of Government process (NMOG) process. A service provider will be appointed to assist with the review of the organisational structure, which is aligned to the mandate of the Department. The PSA noted the report and urged the employer to fast track the placement of employees from NMOG process so that vacant, funded posts could be filled. Employees continue to be overloaded with more work in the absence of the reviewed organisational structure.

Shortage of telephone sets

It was previously reported that the PSA raised concern that there was a shortage of telephone sets. The employer indicated that the Facility Directorate is in the process of procuring a new cordless system to replace old telephone sets. The new system will be linked to the laptop and official cellphone. The PSA noted the report with disappointment and urged the employer to fast track the procurement process to relief employees working without proper equipment.

Working arrangements: Security Officials

The employer reported that it has consulted with the DPSA regarding the changing of normal working hours for Security Officials to shift working hours arrangement. The employer developed a draft collective agreement, which will be shared with labour to make inputs. The matter will be deferred to a bilateral meeting for further deliberation. The PSA noted the report and indicated that it awaits the final draft collective agreement for proper engagement.

National Macro Organising of Government process (NMOG)

The employer reported that it has already received employees from the Department of Public Enterprise (DPE), and they were allocated office space. The start-up structure was completed on 20 December 2024 and submitted to the DPSA for completion. The Department conducted an induction workshop to

welcome employees from DPE. A close-up report will be submitted to the Presidency through the DPSA. The PSA noted the report, and the employer will present the close-up report at the next DBC meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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