



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

25-11-2025

Feedback: DoT Departmental Bargaining Chamber (DBC) - 24 November 2025

OHS regulations and compliance

The employer reported that the OHS Committee was active and operational. One injury-on-duty case was reported to the Compensation Fund. The Contingency Emergency plan was approved in the last quarter. Contaminated water was tested on 13 August 2025, and filters were changed. A full-time Plumber was appointed, and he remains on site. Air fresheners were replaced, and fumigation was conducted. The maintenance of the air-conditioning is continuing. The PSA noted the report and urged the employer to fast track the maintenance of air-conditioning since weather will be hot during this period.

Filling of posts

The employer previously reported that 13 posts were identified and prioritised. The recruitment and selection process is ongoing and only three senior positions are confirmed to be filled. The vacancy rate is 17.5%. The PSA noted the report and urged the employer to complete the filling of key positions such as Director-General and Deputy Director-General: Corporate Services posts and prioritise the filling of lower-level posts.

Lease agreement and procurement of new building

The employer reported that the process to procure temporary alternative building was abandoned. The employer had previously identified Salou building and Old Treasury building as alternatives for temporary accommodation. The proposals were objected to. The Department resolved to fast track the procurement of the new permanent building at Minnaar Street in Central Pretoria area. The PSA noted the development and demanded that the employer must implement a working-from-home arrangement until the new permanent building is secured.

Bullying, abuse of power, and tribalism

It was previously reported that the employer assigned the Change Management Directorate to conduct a survey on bullying and share the outcome with labour. The employer reported that the survey was conducted in the last quarter, and the outcome was submitted to the office of the Director-General for

approval. The PSA welcomed the feedback and will await the comprehensive report at the next meeting for further discussion on the matter.

Collective agreement: Security Officers

It was previously reported that the employer intended to change the working hours for Security Officers to shift-working arrangements. The employer consulted with the Department of Public Service and Administration (DPSA) for advice and concurrence. It was reported that the DPSA discouraged the conclusion of a collective agreement and advised the Department to draft a policy on working-hours arrangement for Security Officers. The PSA noted the report and urged the employer to develop a draft policy and table this for further consultation at the policy task team.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER