



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

29-07-2025

## Feedback: DOT Departmental Bargaining Chamber (DBC) and Annual General Meeting – 27 and 28 July 2025

### Determination of vote weights

The Annual General Meeting was held on 27 June 2025, where the following vote weights were presented:

Trade union	Membership	Vote weight
PSA	403	61.34%
Nehawu	246	37.44%
Popcru	8	1.22%

### OHS compliance and monitoring

The employer reported that 16 OHS representatives were appointed and trained in first-aid programs, fire prevention, and other OHS programmes. An OHS committee meeting was held on 27 June 2025. There was one injury on duty reported. The employer further reported that the fire incident on the first floor was investigated by the service provider, *Delta Company*. It was found that there were electrical wire faults, and the problem is in the process of being fixed. In total, eleven officials were identified and trained to use the public announcement system during any fire incident that might occur. The process to procure smoke detectors was still underway. The PSA noted the report with concern and demanded that employees be allowed to work from home until confirmation is received from the Department of Employment and Labour that the building was safe. The employer committed to engage its principals about the “*work from home*” proposal and will provide feedback in due course.

### Filling of vacant, funded posts

The employer reported that a list of critical posts was identified and submitted to the Finance Section for costing before these could be advertised. Only one post of Food Aider was filled during the first quarter. The PSA noted the report and requested clarity on how the post of Director: Public Entity Oversight was advertised and filled in the last financial year. The PSA urged the employer to prioritise the filling of the Deputy Director post, the Assistant Director post at the Labour Relations Section and two Deputy Director posts at Security Services. The PSA further demanded that the list of critical posts be shared with labour for ease reference before the next DBC meeting.

### **Lease agreement and contract with current landlord**

It was previously reported that the employer was in the process of securing temporary accommodation in the Pretoria CBD. The current lease will not be renewed. The employer indicated that it is experiencing challenges with the tender process, which will delay the process further. The PSA noted the report with concern and urged the employer to fast track the process to secure temporary office accommodation since the current building is deemed to be unsafe. Members will be informed of developments.

### **Recruitment and selection policy**

The PSA had previously demanded that trade union representatives be allowed to observe the recruitment and selection process for Senior Management Service members (SMS). The PSA is happy that parties agreed to insert a clause in the policy that allowed trade union representatives to serve as observers during the shortlisting and interviews for SMS members.

### **Bullying, abuse of power, and tribalism**

Members are aware that the PSA demanded that the employer must conduct a survey and awareness campaign regarding bullying, abuse of power, and tribalism in the workplace. The employer reported that the Change Management Section was tasked to facilitate the appointment of a service provider to assist in that regard. A progress report will be provided at the next DBC meeting.

### **State of boardrooms**

Members would recall that the PSA raised serious concern about the state and conditions of boardrooms in the Department. Most of boardrooms lacked the necessary equipment such as communications systems. The employer reported that it provided 85 tables, 170 chairs, four service cabinets, and two projector tables. The employer further indicated that it is in the process of procuring communication systems that are movable, and these will be installed in due course. The PSA commended the employer for acting with speed to improve the conditions of boardrooms and committed to monitoring the maintenance of the infrastructure in the building.

### **IT networks and telephone sets**

The PSA had previously complained about the network disruption and a shortage of telephone sets. The employer reported that an approval to procure network cables for the entire building was received and the purchase order was issued. The process to procure telephone sets was still under way and the employer anticipate receiving the products by end of August 2025. The PSA noted the progress report and urged the employer to fast track the installation of the equipment.

### **Joint review committee for performance management**

Parties agreed to establish a joint review committee that will deal with grievances and objections that emanate from performance assessment processes. The committee will include representatives from labour. The PSA noted the report and committed to submitting names of representatives.

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

Reuben Maleka  
GENERAL MANAGER