



FOR PSA MEMBERS: DEPARTMENT OF PLANNING, MONITORING AND EVALUATION (DPME)

13-10-2025

Feedback: DPME Departmental Bargaining Chamber

Organisational structure and staffing

The employer reported that following the NMOG process, several changes had to take place within the organisation, which delayed the finalisation of the structure. They also acknowledged that they are aware of the deadline for submission to the DPSA of the Fit-for-Purpose Structure by the end of September 2025, which has passed and have addressed it with the DPSA. It was reported that priority positions were identified by EXCO, and based on the budget, 22 positions were approved to be filled. It was also proposed that the matter be further deliberated on at the next Departmental Task Team (DTT) due to the impact on the potential restructuring exercise. A report will be provided at the next Chamber meeting. Labour noted the response from the employer and expressed their concern over the delays and the fragmented approach, and requested a detailed report to be tabled at the DTT.

Training and Development Policy

The policy task team has finalised its review process and tabled the policy for adoption. The draft policy is *attached* to the changes highlighted. Changes were made throughout the policy, with the most significant change to notice being the inclusion of the value of R20 000 in clause 7.2.1 of the policy, where employees will be required to sign a contract with obligations attached thereto. Members are advised to ensure that they familiarise themselves with the policy and utilise its provisions for further development.

Policy task team

The policy task team is currently addressing the review of the following policies:

- Draft Code of Prevention of Violence and Harassment Policy
- Recruitment and Selection Policy
- ICT Acceptance User Policy
- Security Policy
- DPME Ethics Management Policy
- Revenue Management Policy
- Asset Management Policy

Members are invited to submit their input on these policies to PSA via its structures or directly to Velucia.maluleka@psa.co.za.

Service delivery during water interruptions in the department

The PSA previously tabled draft guidelines for the employer for consideration. The employer responded that the matter is still at the Departmental Task Team and undertook to prioritise its engagement. The employer also confirmed that in the meantime, when there are interruptions, staff are sent home.

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.

Reuben Maleka
GENERAL MANAGER