

Feedback: DPSA Departmental Bargaining Chamber

Determination of vote weights

The Secretariat presented the vote weights in accordance with Clause 16.1 of the GPSSBC Governance Rules:

Trade union	Membership	Vote weight
PSA	128	41.03%
Nehawu	182	58.68%
Popcru	1	0.32%

The PSA noted the vote weights as presented.

Occupational health and safety and security report

The purpose of the report is to provide progress or status of the occupational health and safety (OHS) compliance and activities conducted to improve OHS compliance in the Department to the relevant committees. The OHS unit, with the assistance of OHS team from the different floors in the building, has a developed schedule of conducting inspections in and around the building. The following findings were identified:

Findings	Location	Corrective Action	Status
1. Emergency contact numbers not displayed	Batho Pele House	Approval of displaying emergency contact numbers has been requested from DDG: Administration.	Not yet finalised
2. Expired first-aid stock	Batho Pele House	OHS Unit has requested first aiders to remove expired first-aid stock from first-aid boxes on their floors and is in the process of	A specification has been drafted for the procurement of new first-aid stock and for disposal of the expired first-aid stock.

		procuring stock to replace first aid. Stock is being consolidated.	
3. Facilities and maintenance issues having an impact on OHS	Lights not working, leaking roof, water pumps not functional, elevators constantly not working, non-cleaning of the carpet.	These matters were reported to the DPWI in a meeting on 17 June 2025 and it committed to resolve all these pending issues.	These are yet to be resolved.

The PSA expressed concern about the departmental failure to address maintenance of the building, which poses a serious health risk to members. The employer responded that whilst it is still waiting for the Department of Public Works to fix all maintenance issues, employees are allowed to work from home until building defects are fully resolved.

Implementation of Collective Bargaining Resolutions: PSCBC Resolution 3/2009

The employer reported that all employees who qualified for grade progression have since been paid accordingly. The PSA raised concerns about the employer's oral report and demanded that the employer should provide a comprehensive report, which clearly indicates how many employees have enquired on the matter, how many of them qualify, when were they paid, and how many are outstanding. The employer responded that the detailed report will be prepared and circulated to labour by 15 September 2025. The PSA noted the report.

GPSSBC Resolution 1/2012 read together with GPSSBC Resolution 5/2014

The employer reported that it has shared a list of Improved Qualifications in line with GPSSBC Resolution 1/2012 to organised labour for perusal. The PSA demanded that a memo be circulated to all employees to sensitise them about the development of this matter. The employer undertook to circulate such a memo.

Progress: Filling of vacant positions

The employer reported that the Department had 41 vacant posts, ten of which were filled, 28 others are still in different recruitment stages and three others did not commence with recruitment process. The PSA questioned the employer on the reason for the three other posts where the department has not commenced with recruitment process. The employer responded that these posts were not prioritised by their sectional heads, however, a submission for those posts to be advertised has been routed to the DG for approval. The PSA noted the report and will continue to monitor developments.

Review of organisational structure

The employer reported that the Department has commenced preliminary work to review the organisation's structure and organised labour would be invited to a bi-lateral meeting as soon as the Department has finalised its consultation process with employees and branch heads. The PSA expressed concern regarding the employer's intention to begin consultation with employees without taking organised labour into confidence first. Parties resolved to hold a bi-lateral meeting on 2 September 2025 to discuss the matter.

Policies

The following policies are still under discussion at the task team (a following task team meeting will take place to discuss these policies): Working Hours Policy, Uniform Policy, Security Policy, Bereavement Policy, Asset and Recovery Policy, HRD Policy, and SHERG Policy.

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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GENERAL MANAGER