



FOR PSA MEMBERS: **DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA)**

27-10-2025

Feedback: DPSA Departmental Bargaining Chamber – 27 October 2025

Progress: Filling of vacant positions

The employer tabled a monthly vacancy status report on the filing of vacancies in the DPSA. It was noted that additional funding was made available to add additional posts to the priority list. Sectional Heads were requested to provide their needs for HR's consideration. The PSA also noted that there are still vacancies left unfilled, which exceeds the period as prescribed in the Public Service Regulations and also noted that appointments additional to the establishment in terms of section 57 of the Public Service Regulations have been made for the past four to five years and questioned the regularity of such appointments. The employer responded that such appointments are made in terms of Regulation 57 under justifiable reasons. The PSA, however, still maintained the view that the process is irregular and will request the Public Service Commission to investigate the matter.

Organisational culture

Previously, the employer reported that a survey was conducted and 90% of the key interventions were already implemented. Labour requested to be part of a committee that monitors the implementation of the interventions. The employer will respond at the next meeting after considering the request.

Review of organisational structure

The employer previously reported that the Department has commenced preliminary work to review the organisation's structure. The internal consultation process is still underway, and the employer will report at the next meeting on its readiness to start the formal consultation process with labour.

Remote work policy

Labour previously argued the need to have a remote work policy in the Department and expressed dissatisfaction that a draft is not yet available. Parties agreed to convene a multilateral between 24 and 29 November 2025 to consult on the policy. The employer undertook to provide labour with a draft prior to the meeting to obtain input from members.

Implementation of collective bargaining resolutions: PSCBC Resolution 3/2009

The employer gave a verbal report on current qualifying employees. Labour, however, raised concern with the verbal report and required more information to be reflected. This is to ensure that all members

who qualify are included in the list of beneficiaries. Parties agreed to have a multilateral on 6 November 2025 to discuss the report. The employer will circulate a written report prior to the meeting.

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