



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

30-05-2025

Feedback: Departmental Bargaining Chamber - 29 May 2025

Occupational Health and Safety 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 within the department to the relevant Committees. The OHS Unit, with the assistance of the OHS Team from the different floors in the building, has developed a schedule of conducting inspections in and around the building and the following findings were identified.

- Emergency contact numbers are not displayed in the *Batho Pele* House Building, and a submission has since been made in that regard.
- First aid stock on the floor expired, and the OHS Unit removed all of it and procured stock to replace it.
- Blocked toilets were reported to the Department of Public Works and Infrastructure, which is responsible for the maintenance of the building.
- Leak in the building roof, which was also reported to the DPWI, and it has not been fixed yet.
- Emergency evacuation drills have not been conducted yet.

The PSA raised concerns about the dire condition of the *Batho Pele* building, which poses a threat to the health and well-being of the employees. The PSA further demanded that an urgent meeting be convened with the Director General. The employer responded that it would set up a meeting with the DG on or before May 2025, and correspondence would be communicated with labour. Members will be kept informed of any developments.

Implementation of collective bargaining resolution: PSCBC Resolution 3 of 2009 (Grade progression)

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 provide a comprehensive report, such as how many employees have enquired on the matter, how many of them qualify, when they were paid and how many are outstanding. The employer responded that it would prepare such a detailed report and circulate it to the parties before the next meeting. The PSA noted the report.

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

It was previously reported that the employer had shared a list of Improved Qualifications in line with the GPSSBC Resolution 1 of 2012 to organise labour for perusal. During the recent meeting, the employer reported that the department has received approval from the DG to implement recognition of Improved Qualifications. It further indicated that it would issue a memo to all the staff members, inviting qualified employees to submit their improved qualifications. The PSA welcomed the report and will monitor the developments of this matter.

Progress on the filling of vacant positions

The employer reported that the department has 82 vacant posts. It reported that of 82 posts, 41 of them were prioritised, 13 of them were filled, and 28 others were in different recruitment stages. The PSA questioned the employer about what the plan is for finalising the outstanding posts. The employer responded that it is still waiting for some branch heads to submit their request before the outstanding posts can be advertised, however, it anticipates finalising the filling of the outstanding posts within the current cycle. The PSA noted the report.

Review of the organisational structure

The employer reported that the department has decided to review the organisational structure to align it with the 2025-2030 Strategic Plan. It is reported that it will kickstart the process to engage branch heads, and feedback will be provided in the next meeting. The PSA demanded that the employer to put the process of filling vacancies on hold until the organisational structure is finalised. The employer responded that filling up the vacancies will continue otherwise, the department risks losing funds to the National Treasury should the process be put in abeyance. The PSA noted the report.

Policies

The employer reported that the following policies are still under discussion at the Policy Task Team: Termination/Exit Policy, Working Hours Policy, Uniform Policy, Security Policy, Bereavement Policy, Asset and Recovery Policy and HRD Policy. The PSA noted the report, and members will be kept informed of the developments.

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