



FOR PSA MEMBERS: **DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE (DPWI)**

07-08-2025

## Feedback: DPWI Departmental Bargaining Chamber – 6 August 2025

### Determination of vote weights

The following vote weights were presented in accordance with Clause 16.1 of the GPSSBC Rules:

Union	Membership	Vote weight
PSA	2 700	57.14%
Nehawu	1 884	39.87%
Popcru	141	2.99%

The PSA welcomed the presentation of the vote weights. The PSA remains the majority Union in the Chamber and is committed to continuing efforts to promote and protect members' interests.

### Non-compliance: DPWI Buildings

#### Nedbank Building Nelspruit Regional Office

The employer reported that it invited the Department of Employment and Labour (DEL) for inspection following closure of some of the building's floors relating to OHS issues. The inspection was attended by DPWI officials, the Department of Justice, the landlord, and Union representatives on 28 July 2025. The inspector highlighted, amongst others, the need to review sitting arrangements, removal of concrete slabs underneath the toilet, need to provide mechanical ventilation report, removal of emergency door, installation of fire safety and walkways signage, and submission of a certificate of compliance for fire safety. Upon addressing these issues, DEL inspectors will be invited to conduct follow-up inspection. The PSA questioned the employer on when renovations will be concluded and further requested that no employees should be allowed to visit the offices until the construction process is fully completed. The employer responded that the completion date has been revised to August 2025, pending finalisation of the construction. It further responded that some employees would be required to perform some functions at the building as and when the need arises as some office renovations have been completed.

#### Mthatha Regional Office

It was reported previously that the Mthatha Regional Office's building had defects. Following numerous engagements, the employer reported that the landlord undertook to ensure that proper ventilation and

control of air quality will meet compliance standards. Some DPWI employees will be relocated to unutilised space on the second floor of the building. A submission requesting approval of needs assessments, and confirmation of funds to procure temporally leased alternative office space was processed to the Regional Manager for approval on 31 July 2025. The DPWI has also identified a big unutilised state house to be changed into offices so that some other units can be relocated there. The PSA expressed dissatisfaction with the employer's slow pace in relocating employees from the building that totally is non-compliant with OHS standards. The employer responded that its legal team has already issued a letter to the landlord, indicating that should the building defects not been addressed by the end of August 2025, the rental fee would not be paid.

### CGO Building

It was previously reported that the CGO Building is not complaint with the *Occupational Health Safety Act* in that the exit doors have been chained, and the roof is leaking, amongst other issues. During the recent meeting, the employer reported that the Departmental Director-General (DG) has commissioned a team of professionals to conduct building assessments and provide a report. It was reported that the team of professional experts have concluded their assessment of the building and have since submitted a report to DG with recommendations. The PSA questioned the employer on how long it would take for the employer to communicate recommendations and the way forward. The employer responded that it anticipates communicating recommendations as soon as these are approved by the DG but could not commit to any date.

### OHS Collective Agreement

Members will recall that parties have been engaging on the Occupational Health and Safety draft collective agreement in line with the General Administration Regulations 6. During the recent meeting, the employer reported that it is still finalising its consulting process with authorities and feedback on progress would be provided at the next meeting. The PSA noted the report.

### Salary disparities

Members are aware that the PSA tabled this item following complaints from members that employees who are in the same position are paid differently. During the recent meeting, the employer reported that the *status quo* remains in that it had commenced with internal departmental consultations with the budget committee. It is now awaiting confirmation of the strategic plan meeting to discuss the matter. The PSA raised concern about the employer's slow pace in dealing with the matter. The PSA further invoked clause 17 of the GPSSBC Governance Rules following the employer's constant delay tactics to deal with the matter. The matter will now be facilitated and if parties do not find each other, the PSA will declare a dispute.

### Departmental state houses

Members will recall that the PSA tabled the matter following complaints that the Department has houses and buildings that are unoccupied and illegally occupied and demanded that the employer must repair these to rent to employees who need accommodation. The employer acknowledged the PSA's submission and responded that the Department is in the process of advertising vacant houses in September 2025 and urged employees who may need accommodation to apply. The PSA further demanded that a circular be issued to all staff members, informing them of such an advert before it can be advertised. The employer committed to issuing such a circular within two weeks. The PSA welcomed the report and will continue to advocate for members' interests.

### **Departmental failure to fill vacancies in various regions**

The PSA tabled the matter following complaints from members that the Department has failed to fill vacancies in various regions across the country and, as a result, service delivery is deteriorating whilst employees are expected to perform double duties. The employer reported that it has noted the PSA's submission and that the Department's vacancy rate is being addressed. It reported that since the beginning of the current cycle, more than 30 posts have been advertised. It further reported that the second batch of advertisement will be released not later than the end of August 2025. The PSA noted the report.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER