



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

22-05-2025

Feedback: DPWI Departmental Bargaining Chamber – 21 May 2025

Non-compliance of buildings

Nedbank Building: Nelspruit Regional Office

Members are aware that the Department occupies three floors, which it evacuated upon issuance of the Prohibition Notice by the Department of Employment and Labour (DEL). The employer reported that the 7th floor is at 98% and minor issues are being addressed. The contractor is onsite. HVAC is being installed, toilets are refurbished and operational. Currently, carpets and ceiling panels are being installed, electrical sockets are being replaced and repaired in some areas. Painting of walls has commenced on the 9th floor. On the 10th floor, the tank and pump room were completed and fire reels installed, but fire-safety signage has not yet been installed. Painting is not completed on the 9th and 10th floors. The fire-safety contractor is to consult Mbombela Municipality to ascertain if all requirements have been met. Training to operate the fire system will be provided on completion and all tenants are to identify officials for such training. An evacuation plan is to be finalised, and fire detection and fire sprinklers will be tested from the 3rd to 10th floors of the Nedbank Building upon completion. Weekly meetings are held to report on progress of the revamp project and continuous inspections are conducted to track progress. The PSA enquired about the safety of installing a tank pump on the 10th floor. The employer is to verify and provide feedback at the next meeting.

CGO Head Office Building

The employer reported that the DEL conducted an inspection at CGO Head Office Building and identified some defects, which the employer is addressing. The PSA was not satisfied with the *status quo* and demanded that the employer must immediately find alternative offices or allow employees to work from home whilst addressing the challenges, in particular the chaining of emergency-exit door, which makes the building a deathtrap. The employer indicated that an urgent meeting will be held within seven working days with building experts and key stakeholders to discuss the matter. The PSA will continue to put pressure on the employer until the building is fully compliant in line with the OHSA.

OHS collective agreement

Members will recall that parties have been engaging on the Occupational Health and Safety (OHS) draft collective agreement in line with the General Administration Regulations 6. During the recent meeting, the

employer reported that consultations with authorities are at an advanced stage and feedback will be provided in the next meeting. The PSA noted the report, and members will be informed of developments.

Salary disparities

Members will recall that the PSA has tabled this item following complaints from members that employees who are in the same position are paid differently. During a recent meeting, the employer reported that it had commenced with internal departmental consultations with the budget committee, and 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 employer responded that the matter receives the attention it deserves, and an update will be communicated in the next meeting.

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 resulting in the deterioration of service delivery and exhaustion of employees who are expected to extend themselves. The employer acknowledged the problem and attributed the challenge to DPSA Circular 49 of 2023, which introduced additional requirements prior to filling posts. The Circular is thus causing delays in filling posts in the Department. Further, upon discontinuation of the Circular from 1 April 2025, all branches were requested to submit the vacancies, and, to date, 350 vacancies were submitted. The posts will be advertised, with the first batch to be advertised on 23 May 2025. The employer confirmed that the Department has 750 vacancies and is anticipating finalising all vacancies in the current financial year. The PSA will monitor developments and members will be informed.

Policies

The employer reported that the following policies are still under discussion at the task team:

- Employee Health and Wellness Management Policy
- Policy on Health and Productivity Management
- Sport Policy
- Induction and Orientation Policy

The PSA noted the report, and 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