



FOR PSA MEMBERS: **DEPARTMENT OF TRADITIONAL AFFAIRS (DTA)**

30-10-2025

Feedback: DTA Bargaining Chamber Meeting

Occupational Health and Safety

The PSA previously raised serious concerns regarding the safety of the building and demanded that the employer must secure new premises. The employer reported that whilst some improvements have been made, fire detectors remain in poor condition. Efforts are underway to find a new building, with the assistance of the DPSA and National Treasury. The PSA is actively represented on the committee tasked with identifying a suitable new building. Given the current safety risks, the PSA demanded that employees be allowed to work from home until the new building is secured. The employer indicated that it is in the process of implementing a Remote Working Policy and will provide a formal response to the PSA's demand in the next Chamber meeting.

Recruitment and Selection Policy

The employer tabled the Recruitment and Selection Policy for review and consultation with labour. The purpose of the review is to:

- Attract and retain skilled employees
- Ensure procedural and substantive fairness in recruitment processes
- Promote equity in employment practices

Amended sections are highlighted in blue for easy reference. Members are encouraged to review and provide input.

Dress Code Policy

The employer also introduced a new Dress Code Policy, aimed at providing guidelines for a decent and acceptable appearance of employees in the workplace.

Members are invited to submit their inputs on the above policies to machupen@cogta.gov.za no later than **7 November 2025**.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER