



FOR PSA MEMBERS: **DEPARTMENT OF TOURISM (DoT)**

20-11-2025

## Feedback: DoT Departmental Bargaining Chamber (DBC) - 18 November 2025

### Parking allocation

The employer acknowledged that parking remains a challenge, with only three parking bays allocated and 59 employees still on the waiting list. The PSA raised concern about the lack of progress, and the safety risks members face when parking off-site. The PSA proposed an audit of the parking allocation list to identify duplications and free up space. The employer agreed to explore temporary and additional parking options and committed to presenting a detailed report at the next DBC meeting.

### Cell phone policy

Members were previously informed that the Policy Task Team had submitted its inputs and that the policy was forwarded to the DG for consideration. The Task Team has, however, not convened, as the employer had delayed in providing feedback to labour. The PSA expressed dissatisfaction with the slow pace at which the employer is handling this matter and demanded that a meeting be convened to finalise the long-outstanding policy. The employer apologised for the delay and committed to scheduling a Task Team meeting in the first week of December. Parties have since agreed to convene a Policy Task Team meeting on 2 December 2025 to finalise the policy.

### Organisational Capacity Assessment and Profiling

Members were previously informed that the employer tabled an item in the DBC (see *Informus* dated 17 July 2025), noting the need to ensure that the Department's organisational capacity aligns with its strategic goals. Two initiatives are planned for the 2025/26-financial year: Capacity Alignment with Strategic Priorities and Employee Skills Profiling. The employer has appointed a service provider, and the Capacity Alignment process is currently underway. The PSA urged the employer to share findings once completed. Members will be kept informed.

### Departmental policies

The employer circulated the following draft policies for consultation indicating that these are due for review.

**Supply Chain Management (SCM) Policy**

The SCM Policy upholds sound corporate governance through adherence to the SCM Code of Conduct and advances socio-economic goals requiring a disciplined, focused approach to procurement.

**Irregular Expenditure Policy**

The Policy aims to provide a clear framework for preventing, identifying, managing, and reporting irregular expenditure in the Department. The Policy ensures that all procurement and financial management practices comply with relevant legislation, regulations, and organisational policies.

**Whistleblowing Policy**

The Policy provides a safe, confidential, and structured mechanism for employees and stakeholders to report suspected maladministration, malpractices, and misconduct in the Department. The Policy aims to promote ethical conduct, support compliance with applicable legislation, and protect people who disclose information in good faith from retaliation or victimisation.

Members are encouraged to send their inputs by no later than **26 November 2025** to [eunice.makhubele@tourism.gov.za](mailto:eunice.makhubele@tourism.gov.za) or [maisha.molepo@tourism.gov.za](mailto:maisha.molepo@tourism.gov.za).

To join the PSA, please visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER