



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

21-07-2025

## Feedback: DOT Departmental Bargaining Chamber (DBC) - 16 July 2025

### Organisational capacity assessment and profiling

The employer tabled the item in the DBC, giving background that the Department has identified a need to ensure that its organisational capacity is optimally aligned with strategic goals. Two significant initiatives are planned for implementation for the 2025/26-financial year. The first is the capacity alignment with strategic priorities exercise. This program seeks to determine if the Department's current staffing, organisational structures, systems, and processes properly support the attainment of its strategic mandates. The second initiative is an employee skills profiling exercise, which aims to assess employees' present skills, competences, and capacities to establish their alignment with current and predicted future operating requirements. The PSA noted the report and urged the employer to submit a project plan as report on the findings. The PSA is committed to ensuring that members' rights and interests are protected.

### Occupational health and safety (OHS)

The employer requested that this item be deferred to the next DBC meeting owing to the custodian's absence. Labour was agreeable to the employer's proposal but proposed that a special DBC be held to discuss this matter. The *status quo* from the previous meeting remains whereby members were informed that the employer's appointment of SHERQ Committee members has been completed, and appointment letters have been issued in accordance with section 19 of the *Occupational Health and Safety Act*, as well as the appointment of First Aiders, and training will be arranged.

### Cellphone and data policy

The Cellphone Policy was presented in the Special Departmental Chamber meeting on 15 April 2025, following facilitation that took place on 2 April 2025. The employer highlighted the proposed amendments, including the comparative schedule indicating the amounts of data and voice allowance that were approved in 2013 and proposals for 2025. The consultation process by the task team is still ongoing and an update will be provided in the next DBC.

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

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GENERAL MANAGER