

Feedback: DCDT Departmental Bargaining Chamber (DBC) - 15 April 2026

Organisational structure

It was previously reported that the amended organisational structure was sent to the Minister of Public Service and Administration (MPSA) for concurrence. Feedback from the MPSA was received in February, and the amended structure was approved. Employees were informed accordingly. The PSA noted the report and urged the employer to first finalise the migration of staff before implementing the new structure. The employer was requested to share the project plan once finalised. The employer will share the plan, as requested.

Change of administrative officers positions to administration clerks

The employer informed employees of the need to develop job and properly grade job descriptions. An independent expert assisted HR with the completed job-evaluation process, and the team is now identifying and convening panel members to finalise grading. Subsequent to finalisation of the job-grading process, the outcomes and implications will be assessed to ensure proper placement of employees in accordance with the evaluated positions. The PSA noted the report and urged the employer to fast track the process as it has been long outstanding.

Remote Working Policy

The task team confirmed that consultation on the policy was finalised, and it was submitted for DG approval. During a staff meeting to present the policy, legal services advised that the policy could not be approved in its current form. Subsequent engagement with the DPSA indicated that approval of the policy falls within the DG's prerogative. The DG is expected to return from leave to provide direction on the way forward. Members will be informed of developments.

Harassment and Sports and Recreation Policies

The employer tabled the Harassment Policy and the Sports and Recreation Policy at the DBC for review, as both were due for revision. Parties agreed to defer both policies to the task team for further engagement. The PSA did not submit any inputs on the Harassment Policy, however, inputs were submitted on the Sports and Recreation Policy, all of which were accepted by the employer.

Following several task team meetings to engage on these policies, the policy task team members confirmed that they consulted sufficiently, and the consultation process has been finalised. Subsequently, the policies were adopted with the support of the majority union. Although the PSA did not have a mandate to adopt the policy, it confirmed that the consultation was sufficient. The PSA urges members to familiarise themselves with the approved policies, which ordinarily must be workshopped with employees.

Occupational health and safety

Members will recall that it was agreed at the Chamber that the employer would report on occupational health and safety (OHS) compliance in the Department. It was further agreed that the functioning of the OHS Committee would be monitored, and that its reports would be tabled at the DBC for engagement. The employer reported that plumbing issues identified in Block A have been finalised. A biometric lock has been installed and is fully functional. The employer also noted areas with peeling paint, which are scheduled to be attended to in May. Renovation of the reception area has been delayed pending the finalisation of procurement processes. The PSA noted the report by the employer.

Submission of agenda items

Submitting agenda items is key to ensuring that members' concerns are heard, properly addressed, and followed through in a formal and effective manner. Members are therefore urged to submit agenda items for consideration at the next meeting to z.mphye@dcdt.gov.za.

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