



FOR PSA MEMBERS: **DEPARTMENT OF ELECTRICITY AND ENERGY (DEE)**

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12-02-2026

## Feedback: DEE Departmental Bargaining Chamber (DBC)

The meeting was held on 11 February 2026 where the following issues were discussed:

### DEE Organisational Structure

It was previously reported that the employer had submitted the DEE start-up organisational structure to the Minister of Public Service and Administration (MPSA) for final determination. It was reported that the MPSA approved the start-up structure. During a recent meeting, the employer reported that it was in the process of finalising the macro-organisational structure, which only focuses on executives, and that it will be followed by the micro-organisational structure, which will be inclusive of all other categories of employees. It further reported that the terms of reference were shared and consulted with labour. The inputs from organised labour were received and incorporated accordingly.

The PSA expressed concern regarding the fact that the process of macro-organisational structure was almost completed without labour being given an opportunity to provide inputs and further demanded that the employer must share such draft structure with labour. The employer responded that the process of macro structure remained the prerogative of departmental executives, and the copy of such a structure could only be shared with labour as soon as the internal process was concluded. The PSA further demanded that a revised project plan be shared with labour to align with recent developments. The employer committed to sharing a revised project plan not later than 12 February 2026. The PSA noted the response and will continue to ensure that members' rights remain protected throughout the entire process.

### Policies

The employer reported that it had consulted labour about the following policies through the task team, however, there were no material changes made, instead they were only renamed from Department of Mineral Resources and Energy (DMRE) to Department of Energy and Electricity (DEE). It further reported these policies be adopted: Policy on Working Arrangement, Policy on Gift, Donation and Sponsorship, Youth Development Program Policy, Policy on Secondment, Policy on Smoking and Non-smoking, Policy PERSAL Users, Policy on other Remunerative Work Outside Employment, Policy on Acceptance of Gifts in the Department, Policy on Financial Disclosure, and Policy on Employment Equity. The PSA noted the employer's submission and members will be informed of developments.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every DBC engagement.

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