



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

20-08-2026

Update: DEE

New PSA Chief Negotiator

The PSA is committed to the promotion and protection of members' interests and rights whilst ensuring continuity of services. As a result of the re-allocation of departments and entities, the PSA has appointed Velucia Maluleke as Chief Negotiator for the DEE with effect from 19 August 2026. Her contact details are: velucia.maluleke@psa.co.za / 083 637 8753. The immediate PSA supervisor is Joseph Mashigo, with contact details: joseph.mashigo@psa.co.za / 082 885 0863. Members are advised to refer collective bargaining matters that require consultation or negotiation for the attention of the PSA's Chief Negotiator.

Determination of vote weights

Below is the determination of vote weights for trade unions admitted to the DEE Bargaining Chamber:

Trade Union	Membership	Vote weight
PSA	132	39.05%
Nehawu	205	60.65%
Popcru	1	0.30%

The determination was done in terms of the provisions of Clause 16.1 of Resolution 3/2025, Governance Rules for Chambers, as of 31 December 2025. The PSA noted the presentation on vote weights.

Review: Organisational structure

Members were previously informed that the departmental structure is currently under review following approval by the Minister of Public Service and Administration. In the previous meeting, the employer reported that it was in the process of finalising the macro-organisational structure, which focuses only on executives, and that this would be followed by the micro-organisational structure, which will include all other categories of employees. The employer further reported that the terms of reference were shared and consulted on with labour. Input from organised labour was received and incorporated accordingly.

In this meeting, the employer reported that it would not be in a position to share the diagnostic report as requested by organised labour in the previous meeting. The reason for not sharing the document is that it is regarded as a classified report. The employer reported that it has submitted the proposed macro-organisational structure to the DPSA for input, which will be followed by job profiling and volumetrics of

the structure. The PSA demanded that the employer must share the service-level agreement between the Department and the service provider responsible for reviewing the proposed structure. The employer responded that there is no service-level agreement between the Department and the service provider. Instead, the service provider is assisting the Department as mandated by the Energy Council.

Provision of tools of trade

Members will recall that organised labour tabled this item following complaints from members that the Department was failing to provide tools of trade, such as laptops. The employer responded that the Department has about 230 employees who are due to receive new laptops. All of them received loaned laptops in the interim, and the procurement of new laptops is currently underway. A progress report on the matter will be provided at the next meeting.

Work-from-home arrangements

The PSA tabled the matter for discussion, demanding that the employer must consider remote-working arrangements owing to the current economic turmoil, which has resulted in excessive petrol and diesel price increases. The employer committed to taking the matter to its principals for further engagement, and feedback would be provided as soon as there were developments on the matter. In this meeting, the employer responded that a process of developing a remote-work policy has begun, whilst benchmarking with other departments. The PSA noted the report. Members will be informed of developments.

Policies

The employer reported that the policies below were previously tabled and are currently under discussion under the Policy Task Team. It reported that these policies were only renamed from the Department of Mineral Resources and Energy to the Department of Energy and Electricity, and that these were previously circulated for input: ICT Information Security Policy, Debt Management Policy, Petty Cash Policy, S&T Policy, Anti-Fraud Policy, Social Media Policy, DEE Media Policy, Internal Communication Policy, Supply Chain Management Policy, and Information and Communication Technology Acceptable Use Policy.

Employees who want to join the PSA should visit the PSA website or contact the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER