



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

27-10-2026

Feedback: DEE Departmental Bargaining Chamber

Policies for review

The following draft policies were tabled for review and subsequently referred to the Policy Task Team for further consultation:

- ICT Information Security Policy
- Debt Management Policy
- Whistle-Blowing Policy
- Petty Cash Policy
- Payment Policy
- S&T Policy
- Anti-Fraud Policy
- Social Media Policy
- DEE Media Policy
- Internal Communication Policy
- Supply Chain Management Policy
- Information and Communication Technology Acceptable Use Policy
- Research Policy

The draft policies were deliberated on by the Policy Task Team, and consensus was reached on proposed amendments. The policies were subsequently tabled at the Departmental Bargaining Chamber for consideration. As a result, all the policies were noted and adopted.

Review: Start-up organisational structure

Members will recall that it was previously reported that the departmental organisational structure was under review following approval by the Department of Public Service and Administration (DPSA). At the previous meeting, the employer indicated that the process of finalising the macro-organisational structure, which focuses on executive positions, was underway and that this would be followed by the development of the micro-organisational structure covering all other categories of employees.

At the recent meeting, the employer reported that 20 positions had been recommended to the Minister for consideration. The matter was deferred to the Departmental Restructuring Task Team, where the employer will present a comparison between the proposed ideal DEE macro structure and the funded macro structure.

Absence of budget: Tools of trade

Members will recall that the employer previously reported that approximately 230 employees were due to receive laptops as part of the Department's tools-of-trade programme. The employer has since confirmed that 250 laptops have been procured and will be distributed to replace outdated equipment. Labour welcomed the report and urged the employer to develop a formal replacement-cycle plan for information technology equipment and to ensure that adequate budgetary provision is made for tools of trade. The PSA will continue to monitor progress in this regard.

Remote working: Update on DPSA regulations and implementation of remote work in light of rising fuel costs

Members will recall that the PSA tabled this matter for discussion, requesting that the employer should consider implementing remote-working arrangements in response to ongoing economic challenges and rising fuel costs, which continue to place a financial burden on employees. At the meeting, the employer reported that it had not yet received a directive from the DPSA regarding the implementation of a remote-working policy. Labour emphasised that the absence of a DPSA framework should not prevent the employer from developing its own internal framework and preparing for the phased implementation of remote-working arrangements. This is particularly important as employees continue to face escalating transport, fuel, and general living costs. The matter remains on the agenda for ongoing monitoring and progress reporting.

Post-Approval Employee Training Policy

The employer reported that workshops on the Post-Approval Employee Training Policy were currently being conducted. The first round of workshops was successfully held in September 2026, and a second round is scheduled for November 2026. The employer further indicated that these workshops would be conducted using a hybrid approach, allowing both virtual and in-person participation to ensure broader accessibility for employees.

Members will be informed of developments. Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Office.

Reuben Maleka

GENERAL SECRETARY