

Feedback: DEL Departmental Bargaining Chamber (DBC) - 1 July 2026

Filling of Departmental vacancies

Members will recall that this is a standing agenda item where the employer provides progress reports on the filling of Departmental vacancies. At the recent meeting, the employer reported that of the 12 822 approved posts, 8 961 have been filled, leaving 3 861 vacant posts. These figures include the Unemployment Insurance Fund and Compensation Fund. The employer further reported that 2 672 posts have been advertised and are currently at various stages of the recruitment process. To date, 142 successful candidates have received appointment letters. The employer also advised that the Department is in the process of procuring a new recruitment system to accelerate the filling of vacancies. Whilst the PSA supports initiatives aimed at improving the recruitment process, the Union stressed that the involvement of organised labour throughout the recruitment process must remain intact. The employer confirmed that organised labour will continue to participate in the recruitment process in accordance with the Departmental Recruitment Policy. The PSA noted the report and will keep members informed of developments.

Departmental ICT challenges

Members will recall that the PSA raised this matter following numerous complaints regarding the Department's ICT systems, which are frequently offline and negatively affect service delivery. The employer acknowledged ongoing system failures and reiterated that challenges are largely owing to ageing infrastructure, slow system response times, and limited ICT capacity. It further indicated that measures are being implemented to address these shortcomings. The PSA noted the report and will continue to monitor progress until challenges have been adequately resolved.

Procurement of laptops

The PSA previously raised this matter after receiving reports from several regions that employees had not been provided with laptops, despite these being essential tools of trade. The employer had failed to address the matter despite numerous requests from affected employees. During the meeting, the employer committed to providing a comprehensive report detailing the number of laptops procured, dates on which these were distributed, and the offices that received these. The PSA sought clarity on the

timeframe for the submission of this report. The employer undertook to provide this no later than 31 July 2026. The PSA noted the report and will monitor compliance with this commitment.

Project 20 000 Inspectors: Intern programme

Members are aware that the Department is implementing the recruitment of 20 000 interns in phases. The employer reported that approximately 3 800 interns have already been appointed, whilst recruitment for the remaining positions is continuing. At the recent meeting, the employer advised that the Inspector-General, who was scheduled to present on this matter, was unavailable and requested that a special DBC meeting be convened to discuss the matter in detail. The PSA noted the report and will keep members informed of developments.

Job evaluation: Factory Production (Supported Employment Enterprise)

The PSA previously demanded that the employer must conduct a job evaluation for employees in the Supported Employment Enterprise. The employer had reported that the process was underway, including job profiling and interviews with affected employees. At the recent meeting, the employer advised that the Job Evaluation Panel was scheduled to convene on 10 July 2026, after which feedback would be provided. The PSA expressed concern over the continued delays in finalising the process. The employer attributed these delays to the unavailability of some panel members owing to the annual leave cycle. The PSA noted the report and will continue to place pressure on the employer until the process has been concluded.

Intimidation of Inspectors (Mpumalanga)

The PSA raised this matter after receiving reports that Labour Inspectors in Mpumalanga had received death threats whilst conducting workplace inspections. Despite these incidents being reported to provincial management, no meaningful intervention followed. Allegations were also made that certain members of senior management may have been involved in the intimidation. The employer reported that, following the PSA's intervention, an investigation was initiated, and all affected employees were interviewed. It further advised that the investigation has now been completed and that a report, together with recommendations, has been submitted to the acting Director-General for approval. Once approved, the report will be shared with organised labour. The PSA noted the report and will continue to monitor the matter. Members will be informed of developments.

Arbitrary amendment of performance targets for Inspectors

The PSA tabled this matter after receiving complaints that the employer had unilaterally increased Inspectors' performance targets without consulting organised labour. The PSA reminded the employer that a similar attempt was made in Gauteng in 2024 but was withdrawn following PSA intervention. The PSA reiterated that any amendment to performance agreements or performance targets must be preceded by meaningful consultation. The PSA once again demanded that the employer must amend performance agreements to restore the agreed target of 15 inspections per Inspector per month. The employer requested that the matter be deferred to the special DBC meeting, as the responsible official was unavailable. The PSA is extremely concerned about the employer's increasing tendency to make unilateral changes to employees' terms and conditions of employment without proper consultation. The PSA will continue to defend members' rights and ensure that fair labour practices are upheld.

Work-from-home arrangements

The PSA previously raised this matter in response to the continued increase in the cost of living, particularly escalating fuel prices, which have placed additional financial strain on employees. The PSA proposed that the Department should consider implementing work-from-home arrangements where operationally feasible to assist employees in reducing transport costs. The employer reported that the proposal would be presented to the Department's principals for consideration and that feedback would be provided once the internal process has been concluded. The PSA noted the report and will continue to pursue this matter.

Recruitment of additional 10 000 permanent Inspectors

The PSA raised this matter following the Department's announcement that an additional 10 000 permanent Inspectors would be recruited during the current financial year. The employer advised that it is still awaiting formal instructions from its principals, as discussions between the Department and National Treasury are ongoing. Feedback will be provided at the next meeting. The PSA noted the report and will update members on developments.

PSA commitment

The PSA is committed to ensuring that the interests, rights, and welfare of members are protected during every DBC engagement. The PSA will continue to hold the employer accountable, advocate for improved working conditions, and keep members informed of all significant developments. Employees who are not yet members of the PSA are encouraged to join by visiting the PSA website or contacting the nearest PSA Provincial Office for assistance.

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