

Feedback: DEL Departmental Bargaining Chamber (DBC) - 31 March 2026

Filling of Departmental vacancies

Members will recall that this matter is a standing item wherein the employer is providing progress reports pertaining to the filling of vacancies. In this meeting, the employer reported that out of 12 734 approved posts, 8 984 are filled with 3 589 vacancies. This is inclusive of the Unemployment Insurance Fund (UIF) and Compensation Fund (CF). Further, 2117 posts have been advertised to date and are in different recruitment stages. The PSA demanded that decentralisation of the UIF be put in abeyance pending meaningful engagements. The employer responded that a meeting would be convened with organised labour in April 2026 to discuss decentralisation of the UIF and inconsistent placement as per the PSA's demand. The PSA noted the report.

Departmental ICT challenges

It was previously reported that the PSA tabled this matter following complaints that the departmental system is constantly offline, thus affecting service delivery. The employer had acknowledged that there was a system problem and attributed these challenges to ageing infrastructure with a slow system response and that is currently being addressed. The PSA noted the report and will continue to monitor developments.

Procurement: Laptops

Members will recall that the PSA tabled this matter upon alerts from some regions that they have not been provided with laptops as necessary tools of trade, where the employer failed to address the matter despite numerous requests from employees. In this meeting, it was reported that the ICT component managed to procure 265 laptops. The PSA questioned whether those procured laptops were delivered to the users. The employer confirmed that 265 laptops were delivered to users on 16 March 2026. The PSA noted the report and will continue to monitor developments.

Project 20 000 Inspector: Interns

Members are aware that the employer indicated that the Department is currently recruiting 20 000 interns in phases. It reported that thus far, 3300 interns have been successfully appointed, and other positions have since been advertised. It further reported that all the successful interns received tools of trade. The

PSA raised concern that in some regions, there are reports about a shortage of office accommodation for interns. The employer responded that it would investigate such reports and provide feedback in the next meeting.

Job evaluation for factory production: Supported employment production

It was previously reported that the PSA tabled this matter for discussion and demanded a job evaluation process for the Supported Employment Enterprise. In the previous meeting, the employer reported that the job evaluation process was underway in that it had begun with job profiling and interviewed affected employees. At the recent meeting, the employer reported that the job evaluation panel would convene on the 17 April 2026, and feedback would be provided. The PSA expressed concern regarding the employer taking longer to conclude the process. The employer responded that delays in finalising this process were attributed to the fact that some panel members were on temporary incapacity leave. The PSA noted the report and will continue to put pressure on the employer until this process is fully completed.

Intimidation of Inspectors (Mpumalanga)

The PSA tabled this matter following complaints from the Mpumalanga region that some Inspectors received death threats for conducting inspection at some workplaces. This matter was reported to Mpumalanga management, but nothing was done. It is alleged that some senior managements could be involved in these threats and intimidation. The employer responded that after receiving the complaint from the PSA, investigations have been activated, and all affected employees were interviewed. At the recent meeting, the employer reported that it received an investigation report with recommendations. Further, the employer requested to be given time to study the report, and such a report would be shared with labour soonest. The PSA noted the report.

Members will be informed of developments.

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