



FOR PSA MEMBERS: **DEPARTMENT OF EMPLOYMENT AND LABOUR (DEL)**

17-08-2026

Feedback: DEL Special Departmental Bargaining Chamber - 13 August 2026

Additional Inspections for inspectors

The PSA tabled this matter following complaints from members that the employer had unilaterally increased Inspectors' performance targets without consulting organised labour. During the meeting, the employer confirmed that performance targets for Inspectors were indeed increased with effect from April 2026. According to the employer, the increase was necessitated by audit findings and the need to align performance requirements with internal policies. The PSA demanded that the employer must provide organised labour with copies of the alleged audit findings and the relevant internal policy that informed the decision. Furthermore, the PSA insisted that the implementation of the increased performance targets be suspended until meaningful consultation with organised labour has taken place. In response, the employer undertook to provide the requested documents by no later than 19 August 2026. However, the employer indicated that it would be difficult to suspend the implementation of the revised performance targets pending consultation. The PSA expressed disappointment with the employer's response, noting that it demonstrated little regard for the concerns raised by employees and organised labour. Consequently, organised labour invoked clause 17 of the GPSSBC rules to facilitate the matter. Members will be informed of developments.

Recruitment of 20 000 Inspector Interns

Members will recall that the employer previously reported on its initiative to recruit 20 000 Inspector Interns for a period of 24 months. At the recent meeting, the employer advised that more than 4 000 Inspector Interns have already been appointed, whilst the recruitment process for the remaining Interns is still underway. The PSA raised concerns regarding reports that many of the newly appointed Interns have not been provided with the necessary tools of trade. The PSA emphasised that the lack of equipment and resources undermines the purpose of the programme and hinders Interns from developing the skills required to perform their duties effectively. The employer acknowledged the concerns raised and committed to investigating the matter. Feedback on the outcome of the investigation will be provided at the next meeting.

PSA committed to members

The PSA is committed to ensuring that the interests, rights, and welfare of employees are protected and advanced in every Departmental Bargaining Chamber engagement. Members are encouraged to report workplace concerns to the PSA and to participate actively in Union activities aimed at improving working conditions and service delivery.

Employees who are not yet members of the PSA are encouraged to visit the PSA website or contact the nearest PSA Provincial Office for assistance with joining the Union.

Reuben Maleka
GENERAL MANAGER