



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

26-06-2026

Feedback: DEL Special Departmental Bargaining Chamber meeting - 25 June 2026

Arbitrary amendment of performance targets for Inspectors

Members will recall that the PSA tabled this agenda item upon receiving complaints from Inspectors that the employer had increased the performance target without consultation. It was shocking to the PSA that employer had attempted the same with Gauteng Inspectors in 2024 but was retracted upon pressure by the PSA. Amendments of performance agreements and increment of performance targets must be preceded by proper consultation, something the employer seems to conveniently forget. At the recent meeting, the PSA reiterated the position for the employer to amend the performance agreements to reflect the same performance targets of 15 inspections per Inspector per month. The employer noted the PSA's presentation and requested that the matter be deferred to the meeting scheduled to take place on 1 July 2026, as the person responsible for this item was unavailable. The PSA is concerned about the recent behaviour by the employer with continuous unilateral changes on terms and conditions of employment without proper consultation. The PSA will continue to protect members' rights and advocate their interests.

Work-from-home arrangements

The PSA tabled this matter following the current economic turmoil, which resulted in excessive fuel-price increases and demanded that the employer should consider work-from-home arrangements to relief employees' transport costs. The employer responded that it would present the matter to the principals and feedback would be provided to labour as soon as there are developments. Further, an ordinary Chamber meeting has been scheduled for 1 July 2026. Members are alerted that the PSA had tabled the agenda item pertaining to employment of additional 10 000 permanent Inspectors. Members will be informed of developments. The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every DBC engagement. Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices for assistance.

Reuben Maleka
GENERAL MANAGER