



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

28-09-2026

Feedback: DEL Departmental Bargaining Chamber

Determination of vote weights

The vote weights for trade unions admitted to the DEL Bargaining Chamber are as follows:

Trade Union	Membership	Vote weight
PSA	5994	69,55%
Nehawu	2555	29,50%
Popcru	82	0,95%

The vote weights were determined as of 31 December 2025 in terms of clause 16.1 of Resolution 3 of 2025, the Governance Rules for Chambers. The PSA welcomed the presentation and will continue to advocate for employees' interests.

Filling of Departmental vacancies

Members will recall that the filling of vacancies is a standing agenda item on which the employer provides progress reports. At this meeting, the employer reported that, of 12 817 approved posts, 8 960 were filled and 3 694 were vacant. These figures include posts in the Unemployment Insurance Fund (UIF) and Compensation Fund (CF). The employer further reported that 2 025 posts have been advertised to date and are at various stages of recruitment. A further 113 successful candidates are expected to assume duty on 1 October 2026. The PSA noted the report and will keep members informed of developments.

Procurement of laptops

Members will recall that the PSA tabled this matter after receiving reports that employees in some regions had not been provided with laptops as tools of trade, despite numerous requests to the employer. At this meeting, the employer committed to providing a comprehensive report indicating the number of laptops delivered, the delivery dates and the offices that received them.

Project to appoint 20 000 inspector interns

Members are aware that the department is recruiting 20 000 inspector interns in phases. The employer reported that 4 115 interns have been appointed so far and that additional positions have been advertised. The PSA expressed concern that organised labour had not been invited to participate in the workstreams dealing with the appointments, despite a resolution to that effect at the Departmental

Bargaining Chamber (DBC). The employer acknowledged the concern and committed to inviting organised labour to participate in the workstreams going forward.

Appointment of 10 000 permanent Inspectors

The PSA previously tabled the proposed appointment of an additional 10 000 permanent inspectors. At this meeting, the employer reported that discussions with National Treasury about funding these posts were still under way. The employer undertook to provide feedback when there are further developments. The PSA will keep members informed.

Job Evaluation: Factory production at Supported Employment Enterprises

The PSA previously requested a job evaluation process for factory production posts at Supported Employment Enterprises. At an earlier meeting, the employer reported that job profiling had begun and affected employees had been interviewed.

At the recent meeting, the employer reported that the job evaluation panel would convene on 9 October 2026, after which feedback would be provided. The PSA expressed concern about the time taken to conclude the process. The employer attributed the delay to a request from panel members for additional information from the responsible managers. The PSA noted the report and will continue to press for the process to be completed.

Intimidation of Inspectors in Mpumalanga

The PSA tabled this matter following complaints that some Inspectors in Mpumalanga had received death threats while conducting workplace inspections. The matter was reported to regional management, but no action was initially taken. Allegations were also made that some senior managers could be involved in the threats and intimidation.

The employer reported that, after receiving the PSA's complaint, it initiated an investigation and interviewed the affected employees. At a recent meeting, the employer stated that it had received an investigation report containing recommendations. It further reported that departmental executives would meet with Mpumalanga management, organised labour and the affected employees to communicate how the recommendations would be implemented. The employer undertook to confirm the meeting date to organised labour on 28 September 2026. The PSA noted the report and will keep members informed.

Departmental Circular 22 of 2026

The PSA tabled this matter following complaints from members that Departmental Circular 22 of 2026 seeks to limit organised labour's participation in recruitment and selection processes. At this meeting, the employer undertook to respond in writing to organised labour's concerns in September 2026. The PSA noted the undertaking and will continue to advocate for members' interests.

Reuben Maleka
GENERAL SECRETARY