



FOR PSA MEMBERS: **DEPARTMENT OF HUMAN SETTLEMENTS (DHS)**

04-06-2026

## Feedback: DHS special Departmental Bargaining Chamber (DBC) meeting

A special DBC meeting was convened, during which the following agenda items were discussed:

### Review of organisational structure

The employer provided an update on the review of the organisational structure, indicating that the revised structure is still awaiting approval and concurrence from the Department of Public Service and Administration (DPSA). Notwithstanding the pending approval, the Director-General (DG) has mandated Human Resources (HR) to fill critical vacancies owing to personnel shortages. As a result, 20 contract employees were appointed in the Emergency Housing and Informal Settlements Upgrading Branch. The PSA raised concerns regarding the prioritisation of vacancies in only one branch. In response, the employer explained that the Branch is responsible for managing disaster-related interventions, particularly during periods of heavy rainfall and fire incidents, necessitating urgent staffing interventions.

The PSA further requested information on funded vacant positions. The employer reported that there were currently 31 funded vacancies. Of these, 25 positions are earmarked for filling and are awaiting the DG's approval. The remaining positions will not be filled as these do not form part of the revised organisational structure. The employer also reported that during the previous financial year (April 2025 to March 2026), 31 employees exited the Department through the early-retirement programme, which offered incentives to qualifying officials.

The PSA sought clarity regarding employees whose posts do not appear on the revised structure. The employer confirmed that these employees will be managed in accordance with the approved migration framework. The PSA will participate in the Placement Committee to ensure a fair and transparent placement process and to safeguard the interests of members.

### Culture survey

As previously reported, the employer conducted a culture survey to gauge employee perceptions and experiences in the Department. The survey results were presented during the last ordinary DBC meeting. To address the findings of the survey, the employer resolved to facilitate workshops aimed at engaging

employees and addressing identified concerns. The workshop is scheduled for 8 June 2026. The PSA has been requested to nominate two representatives to attend.

### **Revised Asset Management Policy**

The Revised Asset Management Policy was considered through the Policy Task Team, where the PSA actively participated and submitted inputs received from members. Following engagement by parties, the Policy was endorsed and approved. Consequently, this item will be removed from the DBC agenda.

### **Introduction of biometric access control**

The employer provided an update on the implementation of the biometric access control system. As previously reported, the installation process is still underway, and the system is not yet operational. A further update will be provided once the system has been finalised and becomes functional. The PSA raised concerns after members reported being required to place their lunch bags through security scanners. Members expressed concerns that this practice could pose a health risk, particularly if food items are damaged or spilled during the scanning process.

The employer responded that no official instruction had been issued to security personnel regarding the scanning of lunch bags. The employer's Chief Negotiator undertook to engage with the Head of Security to investigate the matter and provide feedback to the PSA. In the interim, the PSA requested that the scanning of lunch bags be discontinued with immediate effect pending the outcome of the investigation and consultation with Security and Facilities Management.

### **Join the PSA**

Employees who wish to become members of the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact the nearest PSA Provincial Office for assistance.

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