

Feedback: DHS Departmental Bargaining Chamber (DBC) meeting held - 22 April 2026

At the DBC held on the above-mentioned date, the following agenda items were discussed:

Occupational health and safety issues (OHS)

The employer reported that the OHS Committee did not sit during the period under review and further stated that the meeting is said to take place in the next quarter. It gave an update that the process of repairing the faulty back-up generator is ongoing. The report also indicated that it is in the process of finalising repairs of anti-slip stripes on stairways. An incident of a car of an official was reported at building 240 owing to a malfunctioning boom gate. Discussions with affected officials are underway on the repairs of the damage caused by the event. The PSA expressed concerns about the ongoing refurbishments. Initially, the employer allowed affected officials to work from home during this period. However, the employer later required them to return to the office whilst refurbishments were still underway. Employees were then relocated to other floors where there was insufficient space to work effectively. The employer has asked the PSA to submit all concerns regarding the unsuitable working conditions. A bilateral meeting will be convened to address these issues.

Policies

Members will recall that the following policies were referred to the Policy Task Team (PTT). The PTT convened on 7 April 2026 and discussions on the policies below are ongoing. Feedback will be provided to the Chamber once deliberations are finalised:

- Communication Policy
- Language Policy

Additional parking bays

The employer gave an update that it is in discussions with a nearby hospital where the landlord has reported that there is a possibility of acquiring 308 additional parking bays. The report further stated that there are currently 21 available parking bays, which became available post the retirement of some officials. The parking bays will be available on a first-come, first-served basis.

Review: Organisational structure

Members will recall that the Department previously reported that the organisational structure had been finalised and submitted to the Minister and the DPSA for approval and concurrence. The PSA expressed concerns about the impact of vacant posts, noting that these have increased workloads for officials and contributed to burnout. The employer acknowledged these concerns and committed to following up to ensure that the approval process is expedited to fill these vacancies.

NSG Skills Audit

The employer stated that it received the audit results, is currently reviewing the findings, and will present the outcomes along with the necessary interventions at the next DBC.

Culture survey

A report was presented at the last DBC where a survey was conducted by an independent service provider. The employer is in the process of implementing the outcomes after approval is granted by management.

Introduction: Biometric system

The PSA tabled the matter after the employer implemented the system without first tabling it for discussion at the DBC. The employer apologised for the lack of communication and for not following due process in presenting the matter at the DBC. It was explained that the system was introduced on the advice of the South African Police Service and the State Security Agency, solely to enhance the safety of officials in the workplace and as any form of control. The employer further urged all officials who have not yet registered their fingerprints to do so as a matter of urgency now that the matter has been addressed at the DBC.

Circular: POPIA addendum

Members will recall that the PSA received numerous enquiries after the employer issued a circular requesting officials to sign a *POPIA* addendum, of which the PSA had not been informed. The employer apologised for the lack of communication and explained that, following the promulgation of the *POPIA*, it was necessary to ensure compliance by having officials appointed prior to the *Act* sign the addendum. It emphasised that the addendum does not affect officials' conditions of service but is intended solely for legal compliance. Workshops were conducted with departmental officials to provide a detailed explanation of the *Act*. The employer will issue formal communication to further sensitise officials on the addendum.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER