



FOR PSA MEMBERS: **DEPARTMENT OF HUMAN SETTLEMENTS**

25-09-2026

Feedback: DHS Special Departmental Bargaining Chamber (DBC) – 21 September 2026

The following agenda items were discussed:

Update on the review of organisational structure

Members will recall that the PSA has been participating in the review of the DHS organisational structure, as reported in the *Informus* of 26 August 2026, which led to the parties agreeing to convene a special DBC to further engage on the above issue. The employer presented the following issues as an update on progress made after the structure was approved by the Minister. The report indicated that in the current structure of (2012 and 2021) the Department is sitting on 566 positions, and the new proposed structure has 488 positions, as a result 78 positions will be abolished. A total of 161 posts in the old structure (2012 and 2021 structure) were frozen as they were unfunded. Up to 1 July 2026, the Department was operating with 405 funded posts, 399 of those filled by permanently appointed officials. The total posts exclude Ministry staff officials employed on fixed term contracts workers and interns. The parties agreed to come up with a match and placement committee that will include Organised Labour. The PSA noted the report and requested the employer to share with Labour regarding the 78 posts which are abolished, the employer after robust engagement agreed to share the information but cautioned Labour not to circulate the information until the employer communicates with the affected employees. There was further agreement that after the matching and placement process, positions that are new will be ring-fenced for the affected employees where the posts will first be advertised internally for levels 2 – 10 as per the existing recruitment and selection policy.

Migration framework

The employer presented the migration framework where the report stated that when the matching and placement of employees is done, employees who are on an acting and or seconded posts will be placed on their original posts as this process doesn't give employees an opportunity for promotion and they will compete equally with other employees on the new posts. The affected employees will be placed in similar posts where the post hasn't changed over 50% and where there are gaps in terms of their skills, training and reskilling will be considered. Should there be less positions than affected employees, the placement committee will consider qualifications and length of service in the department when placing them. Lastly, should there be employees who cannot be placed, they will be appointed additional to the structure and

will continue to be gainfully employed where they will continue on the posts which they were employed on. The employer will submit a “mock” placement which will give a picture on the placement of employees and available posts which will be discussed at the next Special DBC.

Placement committee

The employer stated that there will be a placement committee that will be established which will include equal representation both from the employer and Labour. It was further stated that Human Resources (HR) will support the committee with secretariat services. There is an intention to commence with the matching and placement of employees by the end of September with the aim of completing the process by December 2026 to alleviate anxiety of employees. The employer will submit a project plan which will be shared with Labour to ensure that those members of Labour who will form part of the committee can avail themselves. It was further agreed that there is a need to have terms of reference which will guide the committee whilst placing the employees. The parties agreed that after the employer has furnished Labour with all the information stated above, a Special DBC will be convened to finalise the process. Labour committed to submit 2 names per union on or before the end of the week (25 September 2026).

Change management

A report was shared by the employer where the report indicated that the above process will be done on a phased basis with the 1st phase dealing with the matching and placement of employees. The 2nd phase will include branch engagements with the employees and state that an external service provider was appointed to form part of these sessions. The 3rd phase will deal with the development of communication material for dissemination to employees. The report also indicated that there will be a peer support group which will handle the day-to-day frequently asked questions. Labour is requested to submit names of its representatives who will be part of the committee. The employer will circulate the dates of the meetings for noting and availing themselves.

Additional parking bays

Labour requested to be allowed to consult its members to identify how many employees require parking before the employer can source those parking bays. Labour requested an extension to further consult after the initial engagement didn't receive sufficient responses from the employer. A commitment was made by Labour to submit a response on or before 25 September 2026.

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.

Reuben Maleka
GENERAL SECRETARY