



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

28-08-2026

Feedback: DHS Departmental Bargaining Chamber (DBC) - 25 August 2026

The following agenda items were discussed:

Determination of vote weights: GPSSBC Chambers 2026/27

Herewith the determination of vote weights for trade unions admitted to the GPSSBC Departmental Bargaining Chamber for the DHS:

PSA	277	69.29%
Nehawu	121	30.71%
TOTAL	398	100%

The determination is done in terms of the provisions of clause 16.1 of Resolution 1/2012, Governance Rules for Chambers, as at 31 December 2025.

OHS compliance report

The employer reported that the OHS Committee met on 23 June 2026, and an update was shared with labour. The report stated that three incidents were reported during the period under review. The employer, through the landlord, was able to repair the non-slip rubber at stairs in the building. The report further stated that the landlord managed to repair the backup generator, which was identified as a challenge in the last DBC. The Department identified a designated smoking area and is in the process of procuring chairs and tables for the comfort of officials who will utilise the area.

The Department is on 80% compliance and there was an instance where there was a water shortage, which led to the employer sending officials to work from home. Labour noted the report and made a proposal to the employer to consider having a standard operating procedure (SOP), which will guide the employer as and when there is a challenge with water supply to avoid a situation where officials will have to wait for the employer to obtain permission from the Director-General that could take long and subject officials on a hazardous environment. The employer noted the proposal by labour and indicated that it will investigate such an SOP. There was a further report that the employer is in discussion with the landlord to fill up the water tankers, which will assist in such instances.

Additional parking bays

The employer reported that it identified an alternative 70 parking bays at Medi-Clinic, some 200 m from the DHS offices. The employer considered providing golf carts to transport officials from the Medi-Clinic parking bays but that could not materialise as golf carts are not allowed to drive in the street. An option of supplying umbrellas when it rains was proposed by the employer for labour's consideration. These initiatives will resolve long-standing challenges of parking whereby out of 79 parking requests, this car park will leave only nine of those officials without parking. They will be allowed to utilise the car park in buildings 240 and 260 on a first-come first-served basis.

The current building lease will come to an end in August 2028. The employer is contemplating renewing the lease since there are currently challenges to obtain alternative buildings by the Department of Public Works and Infrastructure.

Review of organisational structure

Members will recall that labour has been participating in the review of the DHS organisational structure, and the employer had submitted the proposed structure to the Minister of the Department of Public Service and Administration (DPSA) for concurrence. The employer reported at this DBC that the structure was approved by the DPSA, and the DHS Minister signed off and approved the structure on 30 July 2026 where the migration and placement process guidelines were also approved by the DPSA. However, the employer failed to share the approved structure and migration and placement guidelines. Labour opposed discussions on the approved structure and the migration/placement guidelines after the employer attempted to present and discuss the item. Parties agreed to defer the item to a special DBC to be held on 7 September 2026.

NSG skills audit

The employer reported that it is still assessing the report emanating from this process. A close-up report will be shared with labour around November 2026. Labour noted the response and awaits further developments as reported by the employer.

Culture survey

A survey was shared after officials participated in the survey, which was followed by a workshop where labour was invited to participate. The employer will share the full report, where eight key areas were identified for the employer to work on based on the report emanating from the workshop at the next DBC.

Policies

The employer previously tabled the following policies, which were to be discussed at a policy task team (PTT), and parties agreed that these policies should be endorsed and routed for approval:

- Language Policy
- Communication Policy

New policies

The employer tabled the following policies for further engagement at the Policy Task Team (PTT):

- Debtors' System Policy
- Transversal System Policies Employee Bursary Policy

The policies were circulated to members for further inputs to be submitted to the Branch Chairperson, Zenzile Velemani at Zenzile.velemanidhs@gov.za and Gracia Rikhotso at gracia.rikhotso@psa.co.za on or before **15 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