



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

29-10-2026

Feedback: DHS Special Departmental Bargaining Chamber (DBC) – 27 October 2026

The following agenda items were discussed:

OHS Report

The employer tabled the OHS activities, which covered activities of the OHS Committee, where it is indicated that the Department's compliance is at 80% with an outstanding issue regarding anti-slip rubbers at stairs that is being attended to by the Department and the landlord. The Department reported that there were two incidents during the period under review where an official fell and hurt her knee, which led to the OHS recommending that the official should seek medical attention. The other incident was where an official left a lunch box overnight resulting in an odor in the section, which was sorted out. The employer indicated that it is currently monitoring situations where there are water outages and has utilised the Departmental reservoirs and once water is exhausted in the reservoir, officials are released to work remotely.

The next drill is planned by the OHS Committee by the **end of November 2026** and it will invite the City of Tshwane together with the landlord before the next quarter. A draft Standard Operation Plan (SOP) for managing water and electricity disruptions is still work in progress. The Deputy Director-General (DG) was appointed as a 16.2 by the Director-General responsible for all OHS issues in the Department.

Update: Review of organisational structure, migration framework, and matching and placement

Members will recall that the PSA has been participating in the review of the DHS organisational structure, as reported in the *Informus*. The update is that the structure has been approved, and labour was requested to comment on the draft Terms of Reference (ToR). Inputs were received from the other union and the PSA requested to be afforded three days to submit inputs, which was granted by parties. There are 78 affected positions as per the newly approved structure. Labour requested the employer to submit a list of affected posts. The employer confirmed that it will circulate the list on or before **29 October 2026**. The employer also reported that it has completed the placement of SMS members and that it is ready to commence with the matching and placement of employees from level 12 downwards. It stated that it is its wish to endeavour to complete the matching and placement on or before **20 December 2026** to alleviate

the anxiety of members prior to the festive season. Matching and placing will be done per directorate and a budget has been approved for the new structure. It is the Department's intention to have the new structure up and running as of **1 April 2027**. The employer made an appeal to representatives who will be seated in the Matching and Placement Committee to maintain confidentiality until the employer is in the position to issue appointment letters to affected officials. There was a commitment from the employer that before it submits the outcome of the matching and placing to the DG, it will convene a special DBC to share the outcomes of the work that will be done by the Matching and placement committee.

The matching and placement process will be done two-fold, where there will be direct placements and selective placements and affected officials will be given an opportunity to confirm their placement just in case there are issues to be raised before the process can be closed and signed off. There was an acknowledgement by the employer that it has been lacking when it comes to communication regarding the issues and activities around the new structure and indicated that it will convene meetings with the nominated change agents where labour was afforded an opportunity to nominate two representatives and subsequently came up with a change management Mondays. A report was shared with labour where the employer indicated that after it reopened the second leg of the Early Retirement without Penalty (ERP), 19 officials will be exiting the Department at the end of January 2027. Labour requested that those posts that will be exited should be filled without any delay to ease the workload that will be created by the departure of the 19 officials. The employer noted labour's request. It was reported that the department has done away with filling the vacant posts through prioritised posts and posts that become available will be filled based on the approved budget. A decision was taken that the employer will fill vacant posts by prioritising internal permanent posts from levels 10 downward.

Labour requested the employer to compile a project plan with proposed dates to ensure that Labour can deploy representatives according to availability. The employer committed to finalise the project plan, which will be shared with labour for consideration.

Change management

The employer gave an update on the two sessions that held where the issues pertaining to change management aspects were discussed by the Committee. The purpose of the Committee is to assist officials regarding the psychological impact of the change management readiness. The Committee's next meeting will be held on 28 October 2026. Labour requested the Committee to submit reports to the DBC on issues discussed and concerns registered during the Committee's meeting.

Additional parking bays

Labour was requested to check with members on how many employees still required additional parking. The report from labour was that only one employee required parking, which led to parties agreeing to conclude this item where the employer will no longer continue with sourcing additional parking bays given the low demand. The item will be removed from the agenda.

Remote work

Labour tabled a verbal request asking the employer to allow employees who can work remotely and have tools of trade. Those officials whose roles require them to be at the office should be allowed to rotate. The employer requested to be furnished with motivation on this item through the Chamber Secretariat and it will seek the required mandate from its principals. A response will be discussed at a special DBC given that this DBC was the last for the year.

Policies

Parties agreed to defer the item on policies and requested that this item be discussed at the next special DBC.

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

Reuben Maleka

GENERAL SECRETARY