



FOR PSA MEMBERS: **DEPARTMENT OF MINERALS AND PETROLEUM RESOURCES (DMPR)**

04-02-2026

Feedback: DMPR Departmental Bargaining Chamber (DBC) – 03 February 2026

DMPR organisational structure

Members will recall that it was previously reported that the department intends to embark on a full-scale review of the organisational structure. During the recent meeting, it was reported that a Departmental Restructuring Task Team has since been established and a draft term of reference was shared with labour for inputs. It reported that the service provider has been appointed for the project and it has begun with its work. The PSA questioned the employer on the period that the service provider is expected to finalise the project. The employer responded that the Service Level Agreement signed between the department and the service provider is effective for 3 months from 1 December 2025. The PSA demanded to have a meeting with the service provider to understand the scope and specifications of their agreement. The parties resolved to hold meeting with the service provider no later than 14 February 2026. The PSA will continue to monitor the progress of this matter, and members will be kept informed of any developments.

Policies

The employer reported that the below-mentioned policies are still under discussion at the Policy Task Team: Recruitment and Selection Policy, PMDS Policy, Resettlement Policy, Condolence Policy, Job Description and Job Evaluation Policy, SHERG Management Policy, E-Learning Policy, Acting Allowance Policy, Leave Management Policy, Overtime Policy, Working Hours Policy, Smoking and Non-smoking Policy, RWOPS Policy, Ethics Policy, Policy on Disclosure of Financial Interest by Designated Employees, Gift Policy, Risk Management Policy, Education Training and Development Policy, Internal Bursary Policy, Internship Policy, ICT Disaster Recovery Plan Policy, ICT Acceptable Use Policy, ICT Mobile Communication Service Policy, Substance Abuse Policy, Work from home Policy.

The PSA noted the report, and members will be kept informed of the developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices for assistance.

Reuben Maleka

GENERAL MANAGER