



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

20-04-2026

Feedback: DMPR Departmental Bargaining Chamber (DBC) - 16 April 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 (SLA) signed between the Department and the service provider is effective for three months, ending in December 2025. The SLA was extended to 30 April 2026 owing to delays on the project. The PSA demanded to have a meeting with the service provider to understand the scope and specifications of their SLA. Subsequently, the meeting with the service provider was held on 28 February 2026.

At the recent DBC meeting, the employer reported that phase one of the project has now been concluded and it is currently in consultation with steering committee for the macro-organisational structure. The PSA expressed concern about the employer's oral presentation and demanded that the employer share the proposed macro structure with labour. The employer acknowledged its failure to prepare a written presentation and committed to submitting one in the next meeting. The employer further responded that organised labour would receive the draft macro structure as soon as internal departmental consultations have been completed. The PSA noted the report.

Policies

Members will recall that it was previously reported that the employer had tabled various policies for review and indicated that most of the content of these policies remains unchanged. It was further reported that the proposed amendments largely relate to the change of the Department's name from the Department of Mineral Resources and Energy to the Department of Minerals and Petroleum Resources. The policies affected include the following:

- SHREQ Management Policy
- E-Learning Policy

- Remuneration for Work Outside of the Public Service Policy
- Ethics Policy
- Policy on Disclosure of Financial Interests by Designated Employees
- Gifts Policy
- Risk Management Policy
- Education, Training and Development Policy
- Internship Policy
- ICT Disaster Recovery Plan Policy
- ICT Risk Management Policies
- Substance Abuse Policy

The PSA noted the report and will continue to monitor developments.

Work-from-Home Policy

Members will recall that the PSA tabled this policy and demanded that the employer develops a policy that will allow remote-working arrangements. In this meeting, the employer responded that it has begun the process of benchmarking with other government departments on this matter. The PSA welcomed the response by the employer and further demanded that the employer urgently considers interim work-from-home arrangements owing to the recent excessive fuel-price increase. The employer responded that the matter would be discussed with its authorities and feedback would be provided in the next meeting. The PSA noted the report.

Members will be informed of 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