



InformUS



FOR PSA MEMBERS: **DEPARTMENT OF TRANSPORT (DOT)**

01-06-2026

Feedback: DOT Departmental Bargaining Chamber – 29 May 2026

OHS compliance

The employer reported that the OHS audits, health safety awareness, mental-health awareness and evacuation drills were conducted in February/March 2026. The corrective measures pertaining to fire inspections will be shared in the next meeting. OHS representatives were trained in workplace inspection, risk assessment, incidents reports, and evacuation procedures. The OHS Committee is functional. The PSA noted the report and urged the employer to refrain from painting the building during working hours. Employees are exposed to the strong smell of paint, which could cause opportunistic diseases. The PSA further demanded the completion of maintenance of air-conditioning systems to allow proper ventilation in the building.

Bullying, abuse of power, and tribalism

Members are aware that the PSA demanded that the organisational culture report be presented and discussed at a bilateral meeting. The PSA further demanded a counselling report from Employee Health and Wellness and exit interview reports from HR. Both reports will exclude the names of affected employees. Parties agreed to convene a bilateral meeting on 12 June 2026 to analyse the content of the reports. Members will be informed of developments.

Provision of sporting gears for teams

It was previously reported that an audit of sports gear that was allocated to various teams will be conducted. The employer committed to sharing the outcome of the audit process at the bilateral meeting scheduled for 12 June 2026. The PSA demanded that the outcome of the audit process be shared before the scheduled bilateral meeting.

Working hours: Security officials

The bilateral meeting held on 15 May 2026 finalised the inputs regarding the working hours for Security officials. A close-up report will be shared with parties for noting through the secretariat of the Chamber. The PSA welcomed the report and urged the employer to issue communication to Security officials in this regard. The matter was removed from the agenda.

Job-evaluation process

The PSA previously lodged a complaint that the Department failed to evaluate all positions. Subsequently, the employer reported that a list of critical posts to be evaluated would be shared with labour by 5 June 2026. The JE panel, which included labour, was trained by the National School of Governance in April 2026. The schedule for the JE meetings will also be shared with labour by 12 June 2026. The PSA welcomed the developments and will update members on developments.

Training-request form

The PSA previously demanded that the employer must refrain from including unnecessary and unfair conditions on the training-request form. The employer expected nominated employees to source training quotations by themselves. The employer noted the concern raised by PSA and agreed that the conditions will be removed and communication will be issued to all employees to clarify requirements to attend training courses offered by external service providers.

Departmental Circular 42: Security services

The PSA previously lodged a complaint against the instruction to conduct physical searching at entrances and exits. The process caused unnecessary delays and congestion. The PSA demanded that the Department must use scanners to conduct security searches. Parties agreed to convene a bilateral meeting on 5 June 2026 and conduct an inspection at entrances to assess the situation.

Working-from-home arrangement

The PSA tabled this matter during a meeting with the Minister on 8 May 2026. The PSA maintained the Union's position, emphasising that fuel-price increases have negatively affected employees' financial circumstances, making it difficult for them to afford daily travel to work. The PSA subsequently resubmitted the matter to the employer for reconsideration. The employer committed to providing feedback from its principals by 12 June 2026.

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

Reuben Maleka
GENERAL MANAGER