

Feedback: DoT Departmental Bargaining Chamber (DBC) - 31 March 2026

Parking allocation

Parking remains a persistent challenge at the DoT, with only four parking bays allocated and 55 employees on the waiting list. The PSA previously proposed that the employer conducts an audit of the parking allocation list to identify duplications and potentially free up additional space. However, the report was not submitted during this report period as it was not yet ready. The employer has been urged to provide the parking allocation list and a progress update on securing additional parking at the next DBC meeting. The PSA expressed serious concern regarding the slow pace at which the employer is addressing this matter and called for the process to be urgently fast-tracked.

Occupational health and safety

Labour expressed serious concern regarding the report submitted by the employer, which was outdated and merely repeated information from the previous DBC meeting. This reflects a lack of diligence and preparedness and further undermines the integrity of the DBC process and delays meaningful engagement on critical matters. The employer acknowledged the oversight and apologies, it further committed to submitting an updated report at the upcoming special DBC meeting. Labour emphasised that such errors are unacceptable and demonstrate a disregard for the collective bargaining process. The employer was urged to ensure that future submissions are accurate, current, and properly prepared to enable effective and constructive engagement.

Cell phone policy

Members were previously informed that the Policy Task Team had submitted its inputs and that the policy was forwarded to the Accounting Officer for consideration. The Task Team has, however, not convened owing to the delay by the employer. During this period of reporting the employer presented the outcome from its engagements with the accounting officer and proposed adoption of the policy. The PSA indicated that it did not have the mandate to adopt the policy and further advised that the policy should be taken back to the task team to finalise consultation processes.

Organisational capacity assessment and profiling

Members were informed that a service provider was appointed to facilitate an organisational capacity assessment and profiling exercise in the Department. The service provider has commenced a process to align skills development with the Department's mandate, during which overlapping functions, misalignment of responsibilities, and unclear accountabilities were identified. It was therefore resolved that the process will continue until conclusion. Comprehensive feedback will be provided at the next meeting for further engagement.

Departmental policies

The following policies are still under consultation at the Departmental Policy Task Team: Supply Chain Management (SCM) Policy, Irregular Expenditure Policy and Whistleblowing Policy. The Task Team meeting is scheduled for mid-April to continue engagements on these policies.

Members will be updated on developments.

Submission of agenda items

Submitting agenda items is key to ensuring that members' concerns are heard, properly addressed, and followed through in a formal and effective manner. Members are therefore urged to submit their agenda items for consideration at the next meeting to maisha.molepo@tourism.gov.za.

To join the PSA, please visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER