



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

21-08-2026

## Update: DOT Annual General Meeting (AGM) and Departmental Bargaining Chamber (DBC) meeting - 20 August 2026

### Determination of vote weights: GPSSBC Chambers 2026/27

Herewith the determination of vote weights for unions admitted at the DOT Bargaining Chamber:

| Trade Union | Membership | Vote weight |
|-------------|------------|-------------|
| PSA         | 412        | 63.33%      |
| Nehawu      | 240        | 36.31%      |
| Popcru      | 9          | 1.36%       |

The determination is done in terms of the provisions of clause 16,1 of Resolution 3/2025, governance Rules for Chambers, as of 31 December 2025.

### Vacancy report

The employer reported that there were 49 senior management services (SMS) and 18 below-SMS posts identified to be critical. Recruitment and selection processes of the prioritised posts are underway. The vacancy rate is at 20.42%. The PSA noted the report and raised concern about the high vacancy rate. They employer was urged to seek more budget from National Treasury to fill vacant posts.

### Lease agreement

It was previously reported to members that the process to provide temporary accommodation was cancelled. The Department had opted to continue to use the current office space as a temporary measure, until a permanent building is secured. The process to renovate the current building is underway. The Department is engaging with the Department of Public Works and Infrastructure to start the procurement process of the permanent building. Parties agreed to establish a task team to oversee and facilitate the renovation process of the current building. The PSA noted the report and urged the employer to establish a relocation task team as soon as the procurement process of the permanent building begins.

### **OHS compliance and health hazards**

The employer reported that the OHS committee meeting was held on 22 July 2026. There were two injuries in duty cases reported during the last quarter. The procurement process to start the training programme for First Aiders and Firefighters is in progress. The Department of Employment and Labour recommended that a building Inspector must be appointed to assess the entire building and make recommendations. The PSA noted the report and urged the employer to stop conducting renovations during working hours, as it affected the health of employees.

### **Bullying and abuse of power**

Members will recall that the PSA previously lodged complaints about bullying and harassment cases reported in the Department. The PSA demanded that a culture survey be conducted to establish the root cause of such cases. A survey exercise was conducted, and the comprehensive report will be deliberated at the proposed bilateral meeting on 28 August 2026. The PSA further requested that 2025/26 statistics of reported cases be shared at the bilateral meeting.

### **Sports gear for teams**

It was previously reported that the PSA raised concern about the shortage of sports gear for teams in the Department. The PSA demanded an audit of all sports gear allocated to various sporting codes. Parties agreed to refer the matter to a bilateral meeting and further discuss the upcoming sports tournament scheduled for October 2026.

### **Training form**

The PSA previously demanded that the directive issued on the training form to force employees to source quotation on their own to attend training programmes must be withdrawn. The PSA maintained that such function was the responsibility of Human Resources Development. The employer acceded to the PSA's demand and agreed to remove the directive. The matter was removed from the agenda.

### **Review: Organisational structure**

The employer reported that it is in the process of appointing a service provider to assist with the review of the organisational structure. The Department committed to starting the consultation process with labour as soon as the draft organisational structure is developed. Parties agreed to establish a task team to monitor and oversee the entire process until it is concluded. The PSA noted the report and urged the employer to keep labour updated about progress on the matter.

### **Working-from-home arrangement**

The PSA previously tabled the matter and urged the employer to consider the hybrid-work arrangement. The PSA maintained that the high cost of petrol and diesel affected the financial status of employees. The employer indicated that it did not have a mandate to agree to the proposed working-from-home arrangement. It further indicated that they would only allow employees who have a medical condition to work from home upon approval by the executive authority. Parties agreed to engage on the matter further to find an amicable solution.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER