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

23-11-2026

Feedback: DOT Departmental Bargaining Chamber (DBC) meeting

OHS compliance

The employer reported that the contingency safety plan was reviewed in the third quarter. The evacuation drill, internal lights audit, and occupational hygiene survey were conducted. Smoke detectors were installed. There were four injuries on duty reported. An employee health and wellness workshop was held on 30 October 2026. Training for OHS representatives will take place from 20 November 2026 to 27 February 2027. The PSA noted the report and raised serious concern about constant water disruptions. The PSA demanded that a standard operating procedure manual be developed to manage water disruptions going forward. Parties agreed to convene an urgent OHS committee meeting to develop intervention measures for water disruptions.

Vacancy report

The employer reported that there are 17 senior management posts and 19 below SMS level that are vacant and are in the process of being filled. The vacancy rate is at 20.30%. The competency assessment directive was revised and will be shared with labour for discussion in the next Chamber meeting. The PSA noted the report and demanded a list of all job-evaluated posts. The PSA further raised alarm about the high vacancy rate reported and urged the employer to fast track the filling of vacant funded posts.

Short-term lease agreement and permanent building accommodation

The employer reported that renovations in the current building were put on hold owing to process delays on the part of the Department of Public Works and Infrastructure. The procurement process for permanent building accommodation is in progress. A site was identified at Minnaar Street in the Pretoria area. A feasibility study was submitted to National Treasury for approval. The PSA noted the report and demanded constant updates. Members will be informed of developments.

Organisational review process

The employer reported that a service provider was appointed to facilitate the process to review the organisational structure. Labour will be consulted as soon as a workplan with clear timelines is

developed. The PSA noted the report and urged the employer to share relevant documents pertaining to the process going forward.

Travelling arrangement challenges

The PSA raised concern about the management of travelling arrangements. Most employees are struggling to book hired vehicles when attending training courses and workshops owing to closure of the travelling account of HRM. The PSA demanded urgent intervention on the matter. The employer agreed to resolve the matter urgently and provide feedback to the PSA.

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

Reuben Maleka
GENERAL SECRETARY