



FOR PSA MEMBERS: **DEPARTMENT OF TOURISM (DoT)**

25-05-2026

Feedback: DoT special Departmental Bargaining Chamber (DBC) - 21 May 2026

Occupational health and safety (OHS)

Following the employer's submission of an outdated OHS report at the previous DBC meeting, the PSA demanded that an updated report be prepared and presented at the meeting scheduled for 21 May 2026. During the special DBC meeting, the employer submitted the updated report. The employer confirmed that all recently appointed OHS representatives had received the necessary training and certifications. The names of the newly appointed representatives would, in due course, be displayed on the noticeboard. Additionally, the employer reported that the draft Evacuation Procedure was in its final stages and would be shared with labour by the end of June 2026. The PSA noted the employer's report and emphasised the importance of prioritising the finalisation of the evacuation procedure, as it is critical for the Department to have this in place.

Remote Work Policy

The employer introduced the Remote Work Policy in the special DBC meeting. The employer submitted that the purpose of the Remote Work Policy was to set a clear framework for remote and flexible working arrangements that promote productivity, accountability, employee wellbeing, and business continuity. The Policy details the responsibilities, expectations, working standards, operational requirements, performance, and compliance in a remote-work environment. It further provides guidance to help with continuity of operations during emergencies, disruptions, or situations where employees are needed to work away from the office, including approved medical or special accommodation needs. The Policy applies to all employees of the Department, including fixed-term contract employees and interns. The PSA noted the Policy and emphasised the importance of fast-tracking engagements, noting the continuous increase in fuel prices, which has placed a substantial financial burden on employees and made daily commuting increasingly unsustainable. Parties deferred the Policy and a task team for further engagements. Members are encouraged to peruse the *attached* draft policy and submit inputs and comments to by **27 May 2026** to eunice.makhubele@tourism.gov.za or patricia.hamese@psa.co.za.

Members will be informed of developments.

To join the PSA, visit the PSA website or contact the nearest PSA Provincial Office for assistance or complete the *attached* membership application form.

Reuben Maleka
GENERAL MANAGER