

## Feedback: DOT Departmental Bargaining Chamber meeting - 23 March 2023

### OHS compliance

The employer reported that a major-scale emergency drill was conducted on 24 February 2026. There was one injury on duty case reported and processed to the Compensation Fund. A review of the occupational hygiene survey assessment was conducted from 24 January to 24 February 2026. Gym equipment was serviced on 4 March 2026. Water samples were tested, and it was confirmed that water was safe for consumption. The OHS Committee is active and continues to meet on quarterly basis. The PSA noted the report and requested a bilateral meeting to discuss the occupational hygiene assessment report in detail on 10 April 2026.

### Vacancy report

The employer reported the total establishment of the Department is 862, 705 posts were filled with 157 vacant funded posts. In the previous report period, the Department advertised and filled seven posts, of which five are senior-management posts and two were middle-management posts. The PSA noted the report and urged the employer to fast track the filling of funded vacant posts to reduce the workload on employees.

### Bereavement Policy

The PSA demanded that the Bereavement Policy be reviewed so that the issue of the allocation of transportation during funeral services could be clarified and implemented consistently. Parties agreed to defer the matter to the Policy Task Team for further consultation on the matter.

### Lease agreement/Contract with current landlord

It was previously reported that the employer was in the process of procuring a temporary building for head office. It identified Salou building and 240 Madiba building. The employer reported that the process to secure temporary office accommodation was cancelled, and the Department will extend the current lease agreement with a further five years, which will include a 24-month exit clause. The employer requested the landlord to provide a maintenance plan needs assessment of the building and a user-specific schedule that will identify the parking space and storage. The employer further reported that the process to secure permanent office accommodation by 2030 was ongoing. The PSA noted the report and

urged the employer to repair and upgrade air conditioners, generators, smoke detectors, replace carpets, and repaint the building before the lease agreement is extended.

### **Bullying, abuse of power and tribalism**

The employer shared the organisational culture report with labour. Parties agreed to defer the matter to a bilateral meeting, so that the organisational culture report could be interrogated before it is shared with employees for input and comment. Parties agreed to meet on 10 April 2026. The PSA noted the report and urged the employer to start the process of appointing a Harassment Advisor to facilitate the implementation of the report and the Harassment Policy.

### **State of boardrooms**

The employer reported that the outstanding audio equipment, microphones, and computer screens were installed at Indaba and Fish Eagle boardrooms. The PSA welcomed the report and agreed that the matter be removed from the agenda.

### **IT network systems**

The employer reported that the network and signals were successfully upgraded and installed in the entire building. The network access is directly connected to the server of the State Information Technology Agency. Employees will no longer struggle to access the network and connect to their systems. The PSA noted the report and agreed to remove the matter from the agenda.

### **Sports gear for team and trips**

It was previously reported that the PSA raised a concern about the shortage of sports gear and the budget allocation. The employer committed to conducting a forensic audit of sport gear and share the outcomes at the next meeting for further discussion. The process to audit sport gear is ongoing and the matter will be discussed at the bilateral meeting on 10 April 2026. The PSA noted the report and urged the employer to share the outcome of the audit report before the bilateral meeting.

### **Working arrangements: Security Officers**

Members will recall that the employer tabled a draft collective agreement regarding the review of working hours for Security Officers. The employer reported that the matter was deferred to the meeting with the Department of Public Service and Administration (DPSA) for inputs and advice. Parties agreed to discuss the inputs and comments from the DPSA at the bilateral meeting scheduled for 10 April 2026. The PSA noted the report and requested the employer to share the draft document before the next meeting.

### **Job evaluation**

The PSA raised concern that the Department prioritised the job evaluation of DG and DDG posts only. The PSA demanded that the employer must evaluate all posts in the Department. The PSA urged the employer to develop a schedule for the job evaluation process for all posts and share it with labour before the next meeting. The employer agreed to the request.

### **Training request form**

The PSA raised concern that the employer included a clause in the training request form, which compelled employees to source quotations on their own. The PSA maintained that it was the responsibility of the Human Resources section to source training quotations. The PSA demanded the

removal of such clause on the form and urged the employer to issue a circular and clarify processes and procedure to all employees. The employer agreed to the request.

### **Security search procedure**

The PSA tabled the matter regarding the process of searching employees and their vehicles, which was time consuming and created congestion at entrance and exits points. The PSA urged the employer to use scanners to search employees to maintain access control. The employer noted the concern and requested to engage its principals and report back at the bilateral meeting scheduled for 10 April 2026.

### **Restructuring process**

The employer reported that it is still in a process of brainstorming the implementation plan of the restructuring process and start the consultation process as soon as the service delivery model is developed. The PSA noted the report and urged the employer to share the implementation plan and a proposed schedule for the consultation process.

Members will be informed of developments.

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

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