FOR PSA MEMBERS: **DEPARTMENT OF PLANNING, MONITORING, AND EVALUATION (DPME)**

12-11-2026

Feedback: DPME Departmental Bargaining Chamber meeting - 9 November 2026

Organisational structure and staffing

Members will recall that the employer previously tabled an amended OR structure owing to the NMOG process. Unfortunately, to date, the employer could not provide all the information as requested by labour to ensure proper consultation. Labour also previously invoked the facilitation process, and parties were redirected to continue with the engagement at the Chamber. Despite the facilitation, proper consultation has still not taken place. Labour subsequently, before declaring a dispute, requested the Council's intervention and will make itself available to ensure that proper consultation takes place. The employer also confirmed that it is still amenable to continued engagement. Members will be updated on the outcome.

Occupational health and safety

The employer tabled a report on all occupational health and safety matters as reported by members in the Department. It was noted that the lack of air conditioning was a persistent problem, and concerns were raised regarding the impact of the rising temperatures on staff. Labour indicated that it would approach the Department of Employment and Labour to conduct an inspection on the condition of the building. It was also noted that the Department is currently on a month-to-month lease and is in the process of looking for alternative accommodation. Labour will form part of the Committee that is looking into the building.

Policies for consultation

The employer previously tabled the following policies for consultation:

- Draft Code of Prevention of Violence and Harassment Policy
- Training and Development Policy
- Security Policy
- DPME Ethics Management Policy
- Budget Management Policy

- Resource Centre Policy
- PMDS Policy

Parties agreed to convene a two-day workshop to finalise consultation on the policies. Members are requested to submit their input on these policies **by 20 November 2026** to *astrid.alanani@psa.co.za*.

Not a PSA member yet?

Join today by visiting the PSA's website or the nearest PSA Office.

Reuben Maleka
GENERAL SECRETARY