



FOR PSA MEMBERS: **DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA)**

11-05-2026

Feedback: DPSA special DBC meeting - 7 May 2026

Progress: Filling of vacancies

The employer tabled a report on progress made with the filling of vacancies in the Department. The employer confirmed that currently there are 40 funded and 58 unfunded vacancies in the Department, which are in various stages of the recruitment process. Labour raised concern that the employer is unilaterally determining which posts are critical despite concerns from employees who are carrying additional responsibilities outside of their job descriptions as a result of vacancies. The employer made a commitment to seeking a mandate on the inclusion of labour in the prioritisation committee and report back at the next meeting.

Review of organisational structure and implementation of Resolutions 3/2009 and 1/2012

Parties previously agreed to have a bilateral to engage on discussions and proposals from the employer on the list of identified employees and occupations as well as on the new structure. The meeting could unfortunately not take place before the Chamber meeting owing to unavailability of parties. It was agreed that the meeting would be convened as soon as possible to provide members with feedback and or challenge the exclusions.

Review: Departmental Policies

The following policies are currently in the process of being reviewed by the Policy Task Team.

- HRD Policy
- Remote Work Policy
- Internship Policy
- Recruitment and Selection Policy
- Induction Policy
- PMDS Policy
- Incentive Policy Framework for DPSA
- Resettlement Policy
- Overtime Policy
- Disability Management Policy
- House Rules Policy

- DPSA Asset and Recovery Policy

Members are requested to provide the PSA with input on these Policies through the PSA's Branch Chairperson, Raymond Raath. Members will be kept informed.

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Reuben Maleka
GENERAL MANAGER