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

16-11-2026

Feedback: DPSA Departmental Bargaining Chamber meeting – 12 November 2026

Review: Organisational structure

The matter was reported on in a previous *Informus*. The employer now tabled the draft macro structure for consultation and requested that a special Chamber meeting be convened to consult on the entire structure in detail, owing to the lengthy duration of the presentation. The employer also indicated that the Department intends having its Strategic Planning Session on 19 and 20 November 2026, where the structure will be discussed and requires the consultation process to precede the discussions. It was agreed that an urgent multilateral be convened for further engagement.

Update report: Building and security

The OHS report was tabled for engagement. Following the prohibitions and violations issued by the Department of Employment and Labour, it was noted that one of the critical outstanding issues is the BMS/HVAC system. Tests further confirmed that there is no proper ventilation and the problem persists. It is also already having an impact on the health of employees. Labour placed the employer on terms that failure to provide alternative solutions to remedy the situation by close of business on Friday, 13 November 2026, it reserves its rights, which includes the evacuation of members and refusal to enter a non-OHS compliant building.

Review: Departmental policies

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

Hybrid Policy

Parties engaged in the drafting of the policy during a multilateral process and concluded the initial consultation process. The employer, having accommodated the bulk of the input by labour, will follow its mandating process and the policy will be tabled at the next meeting for adoption. It was agreed that the task team will make a presentation on the proposed policy to EXCO for consideration to fast track the consultation process.

Members will be kept informed.

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Reuben Maleka
GENERAL SECRETARY