



FOR PSA MEMBERS: DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE (DPWI)

24-03-2026

What members need to know: DPWI building safety, vacancies and salary issues

Non-compliance of DPWI buildings

Nedbank building Nelspruit Regional Office

At the recent Departmental Chamber Meeting (DBC), the employer reported that the prohibition notice was revoked by the Department of Employment and Labour (DEL) for all floors in the *Nedbank* building on 28 November 2025 and all operations are back to normal. Further, an occupational health and safety inspection was conducted and submitted to the landlord on 20 February 2026. The landlord is busy finalising the application for a fire-clearance certificate for the building. Once the installation of the fire sprinkler on the ground is completed, the fire marshal will inspect the work completed and issue the Fire Clearance Certificate. The induction for the emergency evacuation was conducted for first aiders, fire marshals, and emergency controllers on 10 March 2026. The PSA questioned the employer on whether the Department was paying the landlord when the building was prohibited. The employer responded that the Department stopped paying rental following receipt of the prohibition notice in August 2024 and re-activated rental payment December 2025. The PSA noted the report and will continue to monitor developments.

Mthatha Regional Office

It was reported previously that the Mthatha Regional Office's building had defects. Following numerous engagements, the employer reported that the landlord undertook to ensure that proper ventilation and control of air quality will meet compliance standards. The DEL conducted an inspection in the Mthatha Region relating to non-compliance issues and a contravention notice was issued. Following the contravention notice, the landlord intended moving some employees to the second floor, which is unoccupied, to allow proper fixing of affected floors. Procurement of air conditioners to address ventilation issues in process. The PSA welcomed the report.

Central Government Office (CGO) Building

It was previously reported that the CGO building is non compliant with the *Occupational Health Safety Act*. During the recent meeting, the employer reported that the building had been experiencing roof leaks, which affected mainly floors 6, 7 and 8 of the North and South Building. The Department appointed a team of consultants in 2017 and 2019 to produce a solution. In June 2024 a contractor was appointed,

and he handed over the site on 18 February 2026, emanating for the prohibition notice that was issued by the DEL in November 2025. It was further reported that it was anticipated that the project would be concluded by 18 August 2026. The PSA expressed serious concern to the employer as the contractor will proceed with construction processes whilst employees are working in the building. The PSA further demanded that employees be allowed to work from home or for alternative accommodation to be arranged for employees until the construction process is fully completed. The employer responded that it had consulted with the DEL, an impact assessment was conducted, and it received a green light to proceed with construction whilst maintaining safety measures.

OHS collective agreement

Members will recall that parties concluded a collective agreement pertaining to occupational health and safety of the employees. The Secretariat reported that the process to ratify this was still underway.

Salary disparities

Members will recall that the PSA invoked Clause 17 of the GPSSBC Governance Rules following the employer's constant delay tactic to deal with the matter. The General Secretary of the council convened a facilitation process between parties on 29 September 2025. During the facilitation process, an agreement was reached to job evaluate Region A and B positions as identified by the PSA. During the recent meeting, the employer requested an extension in concluding the job evaluation process until the end of April 2026. It indicated that the reason for requesting the extension was because some of affected members were on leave between December and January 2026. This group of employees is part of affected employees who needed to be interviewed for the JE process. The PSA agreed to the employer's request for extension and demanded that the employer must ensure that the process is fully completed by the end of April 2026. The employer will provide a progress report in the next meeting.

Departmental state houses

Members will recall that the PSA tabled the matter following complaints that the Department has houses and buildings that are unoccupied and illegally occupied and demanded that the employer must repair these to rent to employees who need accommodation. The PSA further demanded that a circular be issued to all staff members informing them of such an advert before it can be advertised. During the recent meeting, the employer acknowledged the PSA's submission and reported that a departmental circular had been prepared, which incorporated employees for rental and had been routed to the Director-General for approval. It further indicated that a circular would be issued not later than the end of May 2026. The PSA welcomed the report and will continue to monitor developments.

Departmental failure to fill vacancies in various regions

The PSA tabled the matter following complaints from members that the department has failed to fill vacancies in various regions across the country and as a result, service delivery is deteriorating whilst employees are expected to perform double duties. During the recent meeting, the employer reported that since the easing of the Department of Public Service and Administration's cost-containment measures, 113 positions were filled from 1 April 2025 to date, and 151 others have been advertised. It further reported that the Department has 471 vacant post and requested that the matter be removed from agenda since the Department is currently addressing the matter. The PSA objected to the proposal, indicating that a 15% vacancy rate is still high, considering the nature of operation and that the matter should remain on the agenda for constant monitoring. The employer committed to providing a progress report in the next meeting.

Members will be informed of developments.

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