



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

24-04-2026

Feedback: DPWI Special Departmental Bargaining Chamber (DBC) - 24 April 2026

Merger: Regional offices

The employer reported that the Department is considering the consolidation of its regional offices in Gauteng and the Eastern Cape. Currently, these both operate two separate offices, *i.e.*, Pretoria and Johannesburg as well as Gqeberha and Mthata. The employer reported that the Stakeholder Consultation Plan was developed to guide a structured and transparent engagement process with identified stakeholders. Consultations will inform and ultimately lead to a final decision on which of the two proposed options will be adopted.

Option 1 - Partial Merger	Option 2 - Full Merger
The two offices in each province remain as separate offices but share a single regional manager who is responsible for both.	All functions of the two offices are fully merged into one consolidated office. The second office is retained as a satellite only.
Key Factors: <ul style="list-style-type: none"> • One Regional Manager post for both offices in the Province. • Each office retains its own staff establishment and functions. • Dual physical office presence maintained. • Limited structural change below Regional Manager level. • Minimal disruption to existing staff arrangements. 	Key Factors: <ul style="list-style-type: none"> • One Regional Manager post and one consolidated staff structure. • All functions (HR, Finance, SCM, and Core) combined into one unit. • Primary consolidated office as main operating base. • Second office repurposes as a satellite. • Potential rationalisation of posts through natural attrition.

The PSA questioned the employer on the plan to avert impact for affected Regional Managers, considering that the Department currently has four regional offices. The employer responded that the Department currently has two Regional Managers and two vacant posts, therefore no employees would be affected by this merger. The PSA further requested the employer to provide a comprehensive written report, which indicates how many employees will be affected by this process. The employer committed to providing such information before 12 May 2026. The PSA will ensure that no employee is negatively affected by this merger.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA website, send an email to ask@psa.co.za or contact the nearest PSA Provincial Office.

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GENERAL MANAGER