



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

26-08-2026

Feedback: DPWI Annual General Meeting and Departmental Bargaining Chamber

Below is the determination of vote weights for trade unions admitted to the GPSSBC Departmental Bargaining Chamber for DPWI:

Trade Union	Membership	Vote Weights
PSA	2 551	58.45%
HOSPERSA	5	
NPSWU	52	
SADTU	0	
Total	2 608	
NEHAWU	1 731	38.79%
Total	1 731	
POPCRU	7	2.76%
PAWUSA	116	
Total	123	
GRAND TOTAL	4 462	100.00%

The PSA remains the majority Union in the DPWI Bargaining Chamber, representing 2 608 members and carrying a voting weight of 58.45%. This position places the PSA in a strong mandate-bearing role to advance and protect members' interests in collective bargaining engagements.

Salary disparities/Job evaluation outcome/results

Members will recall that the PSA invoked Clause 17 of the GPSSBC Governance Rules following the employer's constant delaying tactics to deal with the matter. The facilitation process resulted in parties having to reach an agreement to evaluate region A and B positions as identified by the PSA. In this meeting, the employer reported that the job evaluation process is progressing to Phase 5. Outcomes will be shared with organised labour for discussion once the process has been completed. Organised labour noted the report and requested a comprehensive report detailing all phases of the job evaluation process.

Merging regions

The employer reported that consultations with employees in affected regions, namely Eastern Cape and Gauteng, had been concluded. Organised labour noted the report and confirmed that consultations had taken place in Gqeberha and Mthatha. However, the PSA indicated that only managers had been consulted in Gauteng, despite the agreement that officials in Johannesburg and Pretoria would be consulted. The employer undertook to consult the officials in Johannesburg and Pretoria with the inclusion of organised labour, should it be confirmed that consultations had not taken place as initially understood.

Water Care facilities

The employer presented a progress report on the implementation of resolutions arising from the joint inspections of Water Care facilities in Mpumalanga and Limpopo conducted in March 2026. The employer reported that progress had been made in addressing safety risks, skills gaps, infrastructure, and occupational health and safety concerns in Mpumalanga. However, the Barberton Wastewater Treatment Works remained dysfunctional, with concerns relating to defective equipment, non-compliant effluent discharge, and pollution. In Limpopo, progress was reported regarding the review of job grading, staff vaccinations, procurement of water-treatment chemicals, office accommodation, and storage facilities. Outstanding challenges included delays in approving the proposed supervision structure, uncertainty arising from the possible transfer of responsibilities to the Departments of Defence and Correctional Services, and inadequate communication with affected employees.

Non-compliance of buildings

Mthatha Region Office: The employer reported that several corrective measures had been completed, including displaying the *Occupational Health and Safety Act*, training health, and safety representatives, conducting a risk assessment, and establishing a SHE Committee. The procurement of ergonomic chairs was at the adjudication stage, with completion anticipated by 30 August 2026. The landlord delivered air coolers, appointed an HVAC contractor, and commenced with improvements to access control, security systems, and minor building maintenance. However, the ventilation project was delayed pending municipal approval. The employer further reported that approval to procure temporary alternative office accommodation remained outstanding. Legal services had issued a letter of demand to the landlord, and further engagements were being pursued to establish revised timelines for addressing remaining maintenance and compliance concerns.

CGO Building

The employer reported that the project was 3.2% complete, whilst 28.29% of the allocated time had elapsed, placing the contractor 88 calendar days behind schedule. The employer indicated that the installation of the tower crane was scheduled to commence on 21 August 2026. Employees would be required to vacate the building for seven days during its assembly. As most major roofing and

waterproofing activities depended on the crane, its delayed installation had significantly affected progress. The employer reported that occupational health and safety measures were in place, no incidents had been reported, and employees were working under hybrid arrangements to minimise disruptions. Organised labour welcomed and noted the report.

Work-from-home arrangements

The employer presented an update on the Remote-Work Framework and reported that it had been approved effective from July 2026. The Framework will currently be applicable only for CGO Building. Arrangements will be considered case-by-case, based on operational requirements and without compromising service delivery. Available arrangements include hybrid, full remote, *ad hoc*, rotation-based work, and alternative accommodation. Regarding the CGO Building, remote-work arrangements for Floors 6, 7, and 8 have already been approved. Units occupying Floors 1 to 5 must submit unit remote-work plans and sign employee agreements. A Steering Committee comprising representatives from branches, organised labour, ICT, facilities management, Occupational Health and Safety, Human Resource Management, and Security Management will be established to oversee implementation. The employer further reported that compliance and the effect of remote work on service delivery would be monitored regularly. Non-compliance may result in disciplinary action or the withdrawal of remote-work approval.

The PSA noted the employer's report with concern and indicated that it had expected the employer to provide feedback on inputs previously submitted regarding the proposed Remote-Work Framework. The PSA further highlighted that several departmental offices were experiencing challenges similar to those at the CGO Building. The PSA further indicated that whilst the implementation of the remote work at CGO was appreciated, the framework should also be extended consistently across all departmental offices, particularly those affected by occupational health and safety non-compliance. The employer maintained that the immediate application of the framework at the CGO Building was necessary to address the ongoing construction work. Following deliberations, parties agreed that organised labour would submit a formal proposal identifying offices where the Remote-Work Framework should be implemented immediately for the employer's consideration.

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

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GENERAL SECRETARY