

Feedback: DWYPD Departmental Bargaining Chamber (DBC) – 5 March 2026

Review of organisational structure

The employer indicated in the previous meeting that the process of migrating employees to the new structure was at the final stage, and that the placement letters that were given to affected employees contained some minor errors. The employer confirmed that new letters with correct information were distributed in November and that no further enquiries were received. The process of transferring employees to the new structure has thus been completed. Labour noted the report. Parties agreed to remove this item from the agenda.

Occupational health and safety compliance

The employer presented a detailed report on health and safety compliance in the building. The report outlined interventions to address identified defects. Labour highlighted that there was still a bad smell in the building, which the employer should address as it affected employees' health and well-being. The OHS Committee's term has ended, and new members have been appointed/reappointed. The employer is finalising appointment letters in line with the *Occupational Health and Safety Act*. Training needs have been submitted to HRD for processing. Training for Committee members will commence in due course.

Utilisation of European Union (EU) sponsored funds and employment practices

The PSA invoked section 17 of the GPSSBC governance rules after the employer failed to provide documentation relating to the appointment of EU consultants. During the facilitation session on 3 March 2026, the PSA emphasised the importance of receiving the requested information, as it was essential for meaningful and constructive discussions. The employer, however, maintained its position that it did not have the authority to share the documentation. The PSA noted the employer's position and will explore possible avenues to resolve the matter.

Departmental vacancy report

The PSA requested quarterly vacancy reports to monitor staffing and identify potential challenges, including unfilled posts, employee workload, and recruitment delays. The employer previously indicated that it would seek a mandate from its principals before reporting back to the Chamber. Subsequent to

that, the employer indicated that the report was not yet finalised and would be shared prior to the next DBC meeting. The PSA noted the report and urged the employer to share the information as reported.

Departmental policies

The employer reported that the OHS Policy, Smoking Policy, HRD Policy, Overtime Policy, and Appointment of Personal and Professional Assistants were still being consulted on by the Departmental Task Team. A special DBC meeting will be convened once the consultation process is completed.

Members will be informed of developments.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER