

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF TRANSPORT (NDOT)

22-11-2024

Feedback: NDoT - Meeting with Minister – 21 November 2024

The PSA National Department structure and the management had a meet-and-greet meeting with the Minister on 21 November 2024. Although the PSA is aware that the meeting with the Minister does not replace the Bargaining Chamber, engagement with the Departmental Head is crucial to address pertinent issues in the interest of members and the Department. The PSA raised the following issues:

- Need for the Minister to have a meeting with employees.
- Prevailing culture of bullying, tribalism, and favouritism.
- Relocation from unsafe and dilapidated Forum Building.
- Filling of vacant positions, especially at leadership level.
- Leadership instability and vacuum at Driving License Card Account (DLCA) Entity.
- Review of organogram.
- Non availability of executives and lack of social events.
- Lack of mandates by the employer's representatives at the Departmental Bargaining Chamber.
- Hybrid policy adopted but not implemented whilst managers are enjoying leave gratuity and working from home.
- Use of service providers thus causing redundancy on of employees.
- Non implementation of employment equity at SMS level,

The Minister acknowledged the challenges faced by the Department and committed to turning these around. She invited the PSA as a stakeholder to join hands in making the Department work. She attributed some challenges in the Department to leadership instability, noting the rate of changes of the Ministers and the Directors-General at the Department. She further responded as follows:

- The Minister committed to have a meeting with employees during January or February after *Lekgotla* and the State of the Nation Address as it makes it easier to communicate the vision of government for a particular year.
- Filling of positions, especially at the Deputy Director-General levels will be prioritised to create stability.
- The issue of the new building is receiving attention as engagement is underway with the Department of Public Works.
- The Department is busy creating a new organisational structure to respond to the Departmental challenge and labour will be engaged at the right time.

- The employer representativity and the mandating process will be addressed to ensure that the Departmental Bargaining Chamber is functional.

Members will be informed of developments.

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.

Reuben Maleka
GENERAL MANAGER