



FOR PSA MEMBERS: **DEPARTMENT OF PLANNING, MONITORING AND EVALUATION (DPME)**

07-02-2025

Feedback: DPME Departmental Bargaining Chamber

Organisational structure and staffing

Members were informed that the DPME is awaiting the approval letter from the DPSA regarding the request from the Minister of DPME to approve the advertisement of vacant positions. The employer reported that 19 of the 35 positions identified will be advertised once concurrence from the DPSA is received. The PSA urged the employer to expedite the process as members continue to be overworked and are experiencing burnout.

New building

The employer previously reported that the process of acquiring the building that was identified before has collapsed since the shortlisted service provider could not meet the requirement set by the Department of Public Works and Infrastructure (DPWI). Subsequently, the employer was advised by the DPWI that the legal opinion pertaining to the cancellation of the successful bidder was not supported. It further indicated that a meeting would be arranged on 5 February 2025 to deliberate further on the legal opinion received. Furthermore, it was stated that the lease renewal of Grosvenor and Johannes Ramokhoase buildings were under discussion and the lease would continue on a month-to-month basis until the renewal is finalised. The PSA noted the report with serious concern and further sought clarify on what would happen should the building be sold. The employer gave a guarantee that the DPWI would be involved during the process of selling and the Department will be given ample time to vacate.

Occupational health and safety compliance

The employer reported that it is struggling with compliance since, in some cases, it relies on the landlord to resolve OHS issues. It was also reported that defects such as damaged electric fence and faulty air conditioners were identified in Johannes Ramokhoase and Grosvenor buildings. The PSA noted the report with huge disappointment and expressed concern regarding the health and safety of employees in the building. The PSA further committed to engage the Department of Employment and Labour to conduct an inspection to deal with the OHS non-compliance in both buildings.

Service delivery during water disruptions

Members will recall that the PSA tabled this item for consideration and deliberations at the DBC. The submission of this agenda point was owing to persistent water outages around Pretoria, including water challenges in Grosvenor Building. The employer reported that it is in the process of developing a circular

that will serve as a guideline during water outages. The circular will be deferred to the Policy Task Team (PTT) to allow inputs from organised labour.

Prevention and elimination of harassment in workplace

The employer reported that the DPSA has advised departments to implement the Policy on the Prevention and Elimination of Harassment in the Public Service World of Work. As a result, the employer proposed the withdrawal of the Draft Code of Prevention of Violence and Harassment and agreed to defer discussions on the DPSA policy to the PTT for further engagement and inputs. The PSA raised concerns regarding workplace harassment, bullying, and abuse of power in the DPME. Members have reported incidents of intimidation, threats, and undue interference in departmental processes, including violations of communication protocols and potential manipulation of labour relations matters. The PSA emphasized the urgent need for intervention to ensure a workplace free from harassment and to safeguard employees' rights. The employer noted the submission and committed to responding in due course.

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.

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GENERAL MANAGER