



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

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Feedback: DPME Departmental Bargaining Chamber (DBC) – 16 April 2025

Organisational structure and staffing

Members were informed that the process of filling vacant positions is underway, and an update will be provided once internal processes are finalised. The employer reported that *Circular 49 of 2023*, which was effective until 31 March 2025, has ended. Departments can now fill vacant positions without seeking concurrence from the DPSA, in line with *DPSA Circular 14 of 2025*. The employer stated that officials who are additional to the establishment owing to the NMOG process were received and placed accordingly on the posts they occupied from the DPME.

There are 56 vacant positions at DPME, and 19 positions were identified as priority. The PSA noted the report and requested the employer to submit the following:

- Comprehensive list of vacant posts, including the 19 priority posts as identified.
- The project plan that will provide a clear guideline on how the filling of posts will be managed.
- Provide a list of NMOG allocations.
- List of positions that were budgeted for.

The PSA urged the employer to expedite the process as members continue to be overworked and are experiencing burnout.

New building

Members were informed that the process of acquiring a building that was previously identified has collapsed since the shortlisted service provider could not meet the requirements 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 was further stated that the lease renewal of Grosvenor and Johannes Ramokhoase buildings would continue on a month-to-month basis until the renewal process is finalised. The employer further indicated during this period of reporting that a formal letter from the DPWI, confirming the reversal of the cancelled tender, is still awaited. The employer reported that it was awaiting a formal letter from the DPWI announcing the decision of the procurement process. Further, a new building was identified in Muckleneuk where a site

visit was conducted on 28 March 2025. The PSA was disappointed by the employer's report, as the employer conducted inspection without labour. The PSA urged the employer to arrange another date wherein labour would form part of the inspection team. The PSA further emphasised the importance of involving labour in matters of mutual interest as they must protect their members' rights. The employer acknowledged the PSA's concern and agreed to involve labour in all aspects of the new building. A date will be identified and arrangements for inspection of the new building will be arranged, involving all parties.

Occupational health and safety (OHS) compliance

The employer reported that it is struggling with compliance since, in some cases, it relies on the landlord to resolve OHS issues. The employer also reported that defects such as a damaged electric fence and faulty gate at the basement and non-functional generators 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 sought clarity from the employer if it had mitigating plan in case any unfortunate situation occurs. The employer indicated that there was no plan in place and the PSA will escalate the matter to the Department of Employment and Labour for intervention.

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 committed to developing a circular that would serve as a guideline during water outages. The circular will be deferred to PTT to allow inputs from organised labour.

Compliance: Policy Against Workplace Harassment and Victimization

Members were informed that the PSA tabled this agenda item for consideration and deliberations at the DBC. This agenda item was owing to multiple concerns from PSA members regarding alleged incidents of workplace harassment, bullying, and abuse of power in the Department. The employer stated that it was in the process of engaging with authorities and would respond to the PSA's submission. The PSA registered dissatisfaction and urged the employer to give this item the attention it deserves. The PSA also requested that the employer must submit statistics on grievances relating to intimidation, threats, and undue interference in departmental processes, including violations of communication protocols and potential manipulation of labour-relations matters. The PSA emphasised the importance of ensuring a workplace that is free from harassment and seeks urgent intervention to safeguard employees' rights. The employer noted the submission by the PSA and committed to submitting the requested information on 30 April 2025.

Departmental policies

The employer tabled the ICT Acceptance Policy and Security Policy at the DBC. The employer had indicated that the policies were under review and the draft policy documents would be shared with labour through the secretariat. Parties agreed to deliberate further at the Policy Task Team. The draft policies will be shared with members through the PSA chairperson in due course.

Members will be updated on 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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