



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

26-03-2025

Feedback: DPWI Departmental Bargaining Chamber - 25 March 2025

Non-compliance of buildings

Nedbank Building Nelspruit Regional Office

The employer reported that the Certificate of Occupation for the building from the landlord was shared with organised labour and such a certificate is temporary as it will expire at the end of August 2025. It was reported that the evacuation on the 9th floor has been completed, and the 10th floor is in process. The DPWI has now been moved from the 5th floor, now operating on the 8th floor and IT infrastructure has since been installed. The Department of Employment and Labour has given permission to the landlord to proceed with corrective measures and to relocate the officials to the 8th floor. The PSA questioned the employer on when the renovations will be concluded and further demanded that no employees should be allowed to visit the offices until the construction process is fully completed. The employer responded that the completion date has been revised from February to end of June 2025. It further responded that some employees would be required to perform some functions at the building as and when the need arises as some office renovations have been completed.

Mthatha Regional Office

It was reported previously that the Mthatha Regional Office's building had defects. Following numerous engagements, the employer reported that the landlord undertook to ensure that proper ventilation and control of air quality will meet compliance standards. Some DPWI employees will be relocated to unutilised space on the second floor of the building. It reported that the landlord is currently repairing the light covers and light fittings as per the commitment made. The PSA questioned the employer about whether the building has a certificate of compliance and what the Department is doing to ensure that the building is fully compliant. The employer responded that the building does not have a certificate of compliance and that the Department's legal services has issued a letter to the landlord requesting that all building defects be fixed within 60 days, failing which, the Department will stop rental payment to the landlord. The employer further reported that the Department has already an identified unutilised building, situated at 45 Don Thompson in Mthatha, to be changed into office accommodation. The PSA noted the report. Members will be informed of developments.

OHS Collective Agreement

Members will recall that parties have been engaging in the Occupational Health and Safety draft Collective Agreement in line with the General Administration Regulations 6. During the recent meeting, the employer reported that it is still finalising its consulting process with authorities and feedback on progress will be provided at the next meeting. The PSA noted the report. Members will be informed of developments.

Salary disparities

The PSA had tabled this item following complaints from members that employees who are in the same position are paid differently. During the recent meeting, the employer reported that it had commenced with internal departmental consultations with the budget committee and is now awaiting confirmation of the strategic plan meeting to discuss the matter. The PSA raised concern about the employer's slow pace in dealing with the matter. The employer responded that the matter receives the attention it deserves, and the update will be communicated in the next meeting.

Departmental failure to fill vacancies: Various regions

The PSA has tabled the matter following complaints from members that the Department has failed to fill vacancies in various regions across the country and, as a result, service delivery is deteriorating whilst employees are expected to perform extra duties. The employer noted the PSA's submission and committed to providing a comprehensive report in the next meeting.

Policies

The employer tabled the Induction and Orientation Policy and requested that it be deferred to the task team for further deliberations. The policy is *attached* for members' perusal and inputs to aubrey.mabotsa@psa.co.za by not later than **1 April 2025**.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices for assistance.

Reuben Maleka
GENERAL MANAGER