



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

19-03-2025

Feedback: Free State DPWI - Departmental Task Team meeting

Working conditions: Security employees

Labour has raised significant concerns about the conditions under which security employees are working in buildings. During winter, it can be extremely cold, and in summer, there is no air conditioning available. Additionally, the PSA has raised concerns about the availability of water for security employees. In cases of water shortages, other staff members are released, but security personnel are required to remain on duty. The Department has a contingency plan in place that mandates the provision of drinkable water and portable toilets for security employees. Unfortunately, managers responsible for ensuring these provisions are in place often leave the building, resulting in security officials suffering. The employer has indicated that these matters will be investigated, and feedback will be provided in the next meeting.

Advertisement: Security posts

PSA members have expressed concerns regarding the employer's process for appointing new employees. Members have noted that posts are not being advertised, yet new employees and supervisors are being appointed regularly. The PSA has requested the employer's recruitment policy and a report detailing how many new employees have entered employment in the last financial year. The employer will provide feedback in the next meeting.

Departmental Bereavement Policy

This matter has been a longstanding agenda point, and the PSA has raised concerns that the Bereavement Policy has not yet been circulated. The employer has promised to circulate the policy by 17 March 2025.

For enquiries or assistance, please contact the PSA Provincial Office in Bloemfontein on (051) 403 1300 / (051) 403 1315 / psa.bloem@psa.co.za.

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