



**MEDIA RELEASE:** PSA urges public-service departments to adopt more flexible approach for remote working

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The Public Servants Association (PSA), in view of the potential for a massive shift towards remote work in South Africa, calls on government departments to be more flexible and consider adopting work-from-home arrangements as a viable option for public servants.

The success of such arrangements was demonstrated during the COVID-19 pandemic. The pandemic has reshaped the world of work, accelerating the adoption of remote-work practices across various sectors. Public servants displayed remarkable resilience and adaptability during this period, seamlessly transitioning to remote work whilst ensuring continued delivery of essential services to citizens.

Given the proven success of remote work during the pandemic, the PSA urges government departments to embrace flexible work-from-home arrangements to enhance productivity, promote employee well-being, and reduce operational costs. Remote work offers numerous benefits, including elimination of commuting time and expenses, greater flexibility in work schedules, and an improved work-life balance. Remote work also aligns with broader societal trends towards digitalisation and the adoption of flexible work arrangements. By embracing remote work, government departments can position themselves as modern and progressive workplaces, capable of attracting and retaining top talent.

The PSA recognizes that remote work may not be feasible in all instances and emphasizes the importance of flexibility and adaptability in implementing such arrangements. Departments should assess the suitability of remote work on a case-by-case basis, considering factors such as job responsibilities, technological infrastructure, and employee preferences.

The PSA remains committed to advocating for policies and initiatives that promote the well-being and rights of public-sector employees. The PSA therefore calls upon government departments to engage with employees and unions in developing comprehensive remote-work policies. It is further imperative that departments prioritise the well-being and safety of their employees whilst ensuring continued quality services to South Africans. By embracing flexible work-from-home arrangements, government departments can create a more inclusive, efficient, and sustainable public sector.

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