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FOR PSA MEMBERS: **GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEM (GCIS)**

07-07-2023

Feedback: Special Department Bargaining Chamber – 6 July 2023

Hybrid Model Working Guideline

The guidelines aim to reduce accommodation-related costs, decongest the workplace and cater for individual employee needs/circumstances to create a conducive environment for flexible working conditions arrangements, whilst maintaining a high level of productivity.

The lesson learned during the COVID-19 pandemic has shown that employees can be just as productive and effective whilst working remotely, and in a more cost-effective manner (less expensive), and whilst in a comfortable or conducive environment.

With the introduction of this guideline on flexible working conditions as a Talent Management Strategy, the GCIS seeks to provide opportunities for flexible work arrangements to increase the retention of talented employees, attracting new talent in the scarce and critical skills areas, providing for greater experienced employees, enhanced individual performance, and increased productivity. The introduction of flexible working conditions will assist the Department in ensuring that the accommodation budget is within the needs and reduce the rising costs of water and electricity. This guideline seeks to define and clarify the flexible standards for working hours and hybrid working arrangements in the GCIS.

The employer tabled this matter and requested that it be deferred to the task team for further engagements with labour. The PSA noted the tabling of the guideline.

Members are requested to provide input or comments to dumo@gcis.gov.za or aubrey.mabotsa@psa.co.za **by not later than 13 July 2023**.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER