

Feedback: Special Departmental Bargaining Chamber meeting - 23 March 2023

Revised norms and standards Office accommodation

The employer indicated that the lease agreement signed in 2020 is coming to an end in May 2025. An instruction was issued for Department of Public Works and Infrastructure (DPWI) to renew the Tshedimosetso House lease agreement at the reduced rate to 12 200 square meters. The DPWI has provided Facility Management with the new norms and standards for office-space layouts. Procurement instruction for an alternative office building, using the new norms and standards, has been finalised. The new norms and standards reduced both the executive, SMS, MMS and ASD spaces to ensure financial savings by renewing the agreement with less than 2 200 square meters, which is equivalent to one floor.

Tshedimosetso House features

The features and benefits that the GCIS will forfeit when deciding to get another building to reduce the monthly cost, include:

- Proximity to Union Buildings and the SABC.
- Easily accessible routes between nearby highways and Tshedimosetso House.
- The Press Room where any department, including the Presidency, holds press briefings at no cost.
- Lower energy and water consumption, resulting in lower municipal services cost for the GCIS.
- Existing radio and video studios.
- Gas suspension rooms to store records, videos, and photos of state.
- Unique information technology infrastructure.
- Secured parking facilities for all employees and visitors.

Challenges with office accommodation

- Building affordability: Office accommodation budget is under funded by over R6 million annually.
- High cost of electricity and water from Tshwane utilities. The Department to consider the option of allowing officials to work home on other days with the objective of reducing the municipality service costs.
- Dilapidated municipal buildings such as Thusong Service Centre where the municipality has no maintenance budget.

- GCIS losing assets in municipality buildings owing to community uprisings.

A recommendation was made to MANCO to consider a hybrid policy to allow employees to work from home. Human Resources Development was instructed to develop a policy for hybrid accommodation. The report was noted and the employer was requested to provide a progress report. Members will be informed of developments.

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