



FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

07-11-2025

Feedback: CIPC National Bargaining Forum - 4 November 2025

Organisational Design Report

Organised labour raised concern regarding the long-overdue Organisational Design (OD) report and formally requested that the employer must provide the report. In response, the employer submitted that it was not in possession of the OD report and advised that it could be requested directly from the OD Steering Committee through its Secretariat. Furthermore, the employer stated that it did not have a mandate to discuss matters related to the OD or the OD report, as these matters fall under the jurisdiction of the committee established and chaired by the CIPC Commissioner.

Organised labour maintained that issues pertaining to the OD report and related matters can be appropriately discussed in the National Bargaining Forum (NBF), and that labour is within its rights to request the report from the employer through its NBF representatives. Following extensive deliberations, the employer committed to requesting the OD report from the OD Steering Committee.

The following agenda items were deferred to the next meeting:

- National Bargaining Forum (NBF) Budget
- Policy Update
- Review of NBF Constitution

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

Reuben Maleka
GENERAL MANAGER