



FOR PSA MEMBERS: **CIVILIAN SECRETARIAT FOR POLICE SERVICE (CSPS)**

28-08-2025

## Feedback: CSPS - Special Departmental Bargaining Chamber – 26 August 2025

### Policies

#### Hybrid/Remote Work Policy

The employer presented the Hybrid/Remote Work Policy at the Special Departmental Bargaining Chamber. The employer indicated that it would like to align with DPSA directives with other departments that have implemented the policy, and that a hybrid/remote work system will boost productivity and save expenses for the business and employees. The employer submitted that the purpose of this policy is to regulate more flexible working arrangements where designated employees are permitted to work remotely for the agreed number of days. The policy further ensures the smooth running of business operations when employees are not based in the office. This policy applies to all employees of the Department who have been designated to work remotely, including Senior Managers, Interns, Learners, and Contract Workers, within the principle of creating flexible work environment using departmental Information and Communication Technology (ICT) assets and facilities to access the network.

#### Minimum Professional Dress Code and Standards

The employer presented the policy and indicated that the primary goal of the policy is to establish clear standards for how employees should present themselves in the workplace. This policy intends to maintain the Department's exceptional image by enforcing the established values and principles of the Public Service, which must always be followed by all CSPS personnel. This includes dressing neatly, decently, and respectably. The policy also seeks to promote a professional image in ensuring that employees represent the Department positively to clients, stakeholders, and the public and further aligns employees' appearance with the departmental values and culture.

The PSA noted the presentation and agreed to defer these policies to the task team for further engagement. As part of consultation process, members are encouraged to peruse the *attached* draft policies and send their inputs by no later than **2 September 2025** to the PSA Secretary at [tebello.mokiri@csp.gov.za](mailto:tebello.mokiri@csp.gov.za) or PSA Chief Negotiator at [patricia.hamese@psa.co.za](mailto:patricia.hamese@psa.co.za).

To join the PSA, please visit the PSA's website or contact PSA Provincial Offices.

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