



FOR PSA MEMBERS: **DEPARTMENT OF EMPLOYMENT AND LABOUR (DEL)**

05-11-2025

DEL: Termination of work-from-home arrangements

It was previously reported that the PSA received reports from members that the Departmental Director-General had issued *Circular 05 of 2025*, which terminates the work-from-home arrangements. The employer did not take the PSA into confidence regarding the challenges that led to such a drastic decision to recall all employees. The PSA requested an urgent meeting with the Departmental Director-General.

The meeting was convened on 4 November 2025. During this meeting, the PSA expressed the Union's disappointment with the employer's decision to terminate work-from-home arrangements without consultation. The Director-General acknowledged that it was an oversight for failing to consult and commit to do better going forward. In her response, she indicated that the withdrawal of work-from-home arrangements was necessitated by the departmental drop in service delivery, which brought a number of complaints from clients and that the Auditor-General released a report that showed that the Department was regressing in terms of meeting its Annual Performance Plans (APP).

The PSA demanded that the *Circular* withdrawing work-from-home arrangements be put on hold until the PSA and the employer convened a meeting where evidence on what necessitated such a decision be presented and meaningful consultation is observed. The PSA further indicated that the drop in service delivery could be attributed to the high departmental vacancy rate and the departmental system that is often offline. In her response, she indicated that a written response will be sent to the PSA not later than 18 November 2025, to provide feedback on whether the *Circular* that terminated work-from-home arrangements will be put on hold or not and the way forward.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER