



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

23-09-2025

Termination of work from home arrangements

The PSA received reports from members that the Departmental Director General has issued *Circular 05 of 2025*, which terminates the work-from-home arrangements. Sadly, the employer did not have the decency to take the PSA into confidence regarding the challenges that led to such a drastic decision to recall all the employees. Such action does not augur well in the pursuit of labour peace and the creation of a conducive working environment. While the PSA recognises that policy provides for cancellation of the working from home arrangement, the same cannot just be decided unilaterally without engagement with labour.

The said circular does not provide adequate reasoning or rationale for such action, which is tantamount to abuse of power and disregard of the principle of social dialogue and collective bargaining. The PSA is deeply disappointed in the employer's stance to withdraw work from the work-from-home policy without proper engagement with the unions. The PSA will request an urgent meeting with the Director General to address this matter, and feedback will be provided after such a meeting. While the PSA is busy trying to engage the employer on the matter, employees are urged to comply with the departmental circular on the termination of work-from-home arrangements.

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