



FOR PSA MEMBERS: **GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEM (GCIS)**

08-08-2025

Feedback: GCIS Departmental Bargaining Chamber – 7 August 2025

Determination of vote weights

The Secretariat presented the vote weights in accordance with Clause 16.1 of the GPSSBC Governance Rules.

Trade union	Membership	Vote weight
PSA	302	87.28%
Nehawu	41	11.85%
Popcru	3	0.87

The PSA noted the voted weights as presented. The PSA remains the majority Union and it is committed to continue promoting and protecting members' rights.

OHS compliance

The employer reported the following actions that were carried out in the current quarter in addressing occupational health and safety standards in the Tshedimuso Building:

- Lift service was rendered on 18 July 2025 by *Melco Elevators*.
- Air conditioning service and pest control services were also rendered.
- The back-up water pump has been fixed, and it is now in good condition.
- Downlights that are not working and need replacement in the building: The matter has been reported to the landlord for replacement.
- On 17 July 2025 there was an electricity outage around Hatfield. Back-up generator for power around the building was activated.

The PSA expressed concern that on 30 July 2025, the Department experienced water interruptions and the employer failed to release employees to work from home. The employer responded that employees could not be released as the Department has a back-up tank, whilst bottled water was also arranged on

the day. It further indicated that previously employees were released when there were water interruptions, because at the time the Department had no back-up system in place.

Failure by Department to fill vacancies

The employer reported that the departmental compensation of employees (COE) budget continues to experience serious constraints whilst the need to fill critical vacancies has increased exponentially. In addressing the foregoing, the Department has decided to prioritise posts to be filled during the 2025/26-financial year for inclusion in the recruitment plan. The employer reported that filling prioritised posts will ensure continuous and effective service delivery. Further, the employer reported that 22 posts were identified and have been advertised. All these posts are in different recruitment stages and will be filled in the current quarter. The PSA noted the report and will continue to put pressure on the employer until all funded vacant posts are filled.

Children in workplace/GCIS buildings for aftercare

Members will recall that the PSA had previously tabled the matter following complaints that the Department does not have a framework that regulates the children of employees who come to the offices after school, and as a result, managers use their discretion on whether to allow that or not. The employer reported that it has since engaged the DPSA to assist in this matter, and that it was advised that the matter is currently a subject of the Public Service Coordinating Bargaining Council (PSCBC). Therefore, the Department would like to allow the PSCBC a space to finalise the matter before it can provide its position. The PSA noted the report and will continue to monitor developments.

Policies

The employer reported that the following policies are still under discussion: SCM Policy; PMDS Policy; Subsidizes Motor Transport Policy; and Policy and Procedure on unauthorised, irregular, fruitless and wasteful expenditure.

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