



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

19-05-2025

## Feedback: GCIS Departmental Bargaining Chamber - 16 May 2025

### **OHS compliance**

#### **GCIS Head Office Building**

The employer reported that in March 2025, a detailed memo to the Minister was submitted, requesting approval with the option to extend the current lease agreement with an additional five years with 53% reduction. However, there was a second option from the landlord to extend the lease for two years with a 7.5% increase, which the Minister opted for instead of the five-years option that would have saved the department a lot of money. The PSA expressed dissatisfaction with the irrational decision by the Minister to opt to pay more rent than savings for the department, which is reportedly having financial difficulties. The employer responded that the decision was beyond its control but a directive from the principal.

#### **GCIS Middleburg Office**

The employer reported that in March 2025, the lease agreement could not be approved owing to the landlord requesting an upfront double deposit. This new office is replacing the Witbank office that was closed in December 2023. The Department of Public Works and Infrastructure is still negotiating reasonable terms with the landlord with the possibility of signing a one-year contract. The employer reported that employees are currently working from home until the renewal of the lease agreement is finalised. The PSA welcomed the report. Members will be informed of developments.

#### **Mpumalanga Provincial Office**

The employer reported that the lease agreement expired on 31 March 2025 and that an instruction was sent to NDPWI to renew the lease agreement by three years. Facilities Management conducted an office inspection, and the building is OHS compliant. It was reported that the building is under 24-hour surveillance, the SA Police Service conducted a security audit, and the report is yet to be received. The PSA questioned whether the lease agreement has since been renewed and the employer reported that the lease is currently being renewed on a month-to-month basis, whilst discussion is underway with the landlord for a possible three-year extension.

## Failure by department to fill vacancies

The employer reported that the departmental Compensation of Employees (COE) budget continued to experience serious constraints whilst the need to fill critical vacancies increased exponentially. In addressing the foregoing, HR requested Branch Heads to prioritise posts to be filled during the 2025/26-financial year for inclusion in the Recruitment Plan. The employer reported that filling the prioritised posts will ensure continuous and effective service delivery. The employer reported that 20 posts were identified to be filled, wherein 16 have been advertised 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.

## Policies

Members are aware that the following policies were tabled and subjected to the consultation process: *Leave Policy; Resettlement Policy; Bereavement Policy; Overtime Policy; Recruitment and Selection Policy; Petty Cash Policy; Catering and Entertainment Policy; Logis User Policy; Gifts, Donations and Sponsorship Policy*, and *Employees Health and Wellness Policy*. The PSA noted the submission, and the policies were duly adopted.

The employer reported that the following policies are still under discussion: *Transfer and Secondment Policy; SCM Policy; PMDS Policy; Subsidised 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](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER