



FOR PSA MEMBERS: **NATIONAL SCHOOL OF GOVERNMENT (NSG)**

06-11-2025

Feedback: NSG facilitation report - 5 November 2025

GPSSBC facilitation report: Building renovations and remote working arrangements

Members were previously informed through an *Informus* issued on 15 October 2025 that the PSA invoked clause 17 of the GPSSBC Governance Rules in respect of the employer's failure to adhere to the 15% workforce on rotational basis whilst there are still renovations in the building. This resolution was taken because of the PSA tabling the matter after becoming aware that there would be heating, ventilation, and air-conditioning (HVAC) renovations that were not voluntarily announced by the employer. In the middle of the renovations, it was reported that the employer has been recalling different directorates to come back to work, therefore exceeding the agreed 15%.

During the facilitation meeting, the PSA indicated that whilst the NSG is under construction and the same has not been completed, recalling employees back to work is a clear breach of the *OHS Act* and infringes on the rights of employees. The employer disputed that the employees being recalled exceed the agreed 15% and that there are measures put in place to protect those on duty. The facilitation process failed and as a result the PSA is in a process of identifying more issues of *OHS non-compliance* in the building and will be approaching the Department of Employment and Labour with accurate information and request for a comprehensive inspection.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER