



FOR PSA MEMBERS: **OFFICE OF THE PUBLIC SERVICE COMMISSION (OPSC)**

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12-09-2025

## Feedback: OPSC - Departmental Bargaining Chamber (DBC) - 11 September 2025

### Information pertaining to appointments of officials to act in higher positions

The employer reported there are still 13 employees currently acting in vacant positions in the national offices and two in the provinces. They are all acting with remuneration, whilst being exposed to additional responsibilities. The PSA noted the report and urged the employer to fill all acting positions into permanent posts. The matter was removed from the agenda as per the agreement of parties.

### Functional structure review

The employer reported that the organisation renewal of the macro structure was aligned to the *PSC Bill*. The *Bill* provides for the extension of the PSC scope to municipalities and SOEs. The employer further reported that the appointment of a service provider to assist with the organisational design was still outstanding owing to budget constraints. The PSA noted the report and requested the employer to provide the written proof that was sent to National Treasury to request for additional budget. The information will be provided at the next DBC meeting.

### OPSC policies

The employer reported that the 17 draft policies that were tabled since January 2025 are withdrawn. The employer indicated that there were no substantial changes to the draft policies. The PSA welcomed the withdrawal of the policies and requested the employer to share the active departmental policies by 27 September 2025.

### Standard Operating Procedure (SOP): Water or electricity disruptions at OPSC offices

The employer reported that the Commission is still working on the draft water and electricity disruption SOP document and will provide feedback at the next DBC meeting. The PSA noted the report and emphasised that inputs were submitted on the draft SOP and expected a final draft SOP at the next meeting. The PSA maintained that the introduction of the draft guidelines was aimed at assisting the employer to manage disruption of service delivery when there is no water or electricity in buildings and in compliance with section 8 of the *OHS Act*, without any ulterior motive.

### **OHS compliance**

The employer advised that the OHS comprehensive report and the Compliance certificate were not ready to be presented and will be submitted on 3 October 2025. The PSA welcomed the report and urged the employer to fast track the process to acquire the Compliance certificate from the landlord.

### **Information pertaining to staffing levels, human resource costs, and other expenditure**

The employer reported that there are 44 vacant posts that are not filled owing to budget constraints. A total of nine of them have been advertised and shortlisted. The PSA noted the report and urged the employer to submit a motivation to persuade its principals to fill all vacant posts because employees are overloaded with work.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER