



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

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27-06-2025

## Feedback: OPSC Departmental Bargaining Chamber – 25 June 2025

### Appointment of officials acting in higher positions

The employer reported that there are 13 employees currently acting in vacant positions in National Offices and two in provinces. They are all acting with remuneration, whilst being exposed to additional responsibilities. The PSA noted the report.

### Functional structure review

The employer reported that this is one of the critical aspects. The update on reviewing the Microstructure has stalled with the DPSA and a decision to appoint a service provider was taken to assist with this function. This process will also be a game changer as it will be in line with the new *Public Service Commission Bill*, and additional funding has been requested from National Treasury to ensure that the project is sustainable. At the request of the PSA, the employer indicated that it is not able to give the timeframe of the project as it is dependent on funding. The report was noted.

### Policies

The employer reported that only three policies were subjected to internal process and will be tabled to the Chamber for consideration and adoption, namely Gender Policy, Mentorship Policy, and Reviewed HRD Policy. The following policies are yet to be discussed with internal structures:

- Internship Policy
- Policy on Special Awards and Recognition of Employees of the OPSC
- Reviewed Learnership Policy
- OPSC Policy on Termination of Service,
- Grievance Policy
- Policy on External and Internal Transfers
- Retention Policy
- Policy on HIV/AIDS and TB Management
- Policy on Management of COVID-19
- Policy on Management of Substance Abuse

- Policy on Management of Diabetes
- Reviewed JE Policy
- Security Policy
- Review of the Harassment Policy

The PSA noted the report.

### **Standard Operating Procedure (SOP) if no water or electricity at OPSC Offices**

The PSA previously tabled the draft policy that will be used as guidance when there is no water and electricity. The employer shared the draft Standard Operating Procedure, which was not addressing timeframes of when employees should be released when there is no water supply or a power failure. The employer welcomed the inputs by the PSA and will share these with its principals and revert in the next Chamber.

### **Compliance with OHS Act**

The employer requested that the matter be deferred to the next meeting as the representative was still familiarising herself with her new responsibilities. It was indicated that the full report on compliance will be provided in the next DBC. The PSA agreed with the deferment but requested the employer to provide a comprehensive report in the next meeting.

### **Vacant posts and current recruitment**

The employer reported that there are currently 40 vacancies, which can be attributed to financial difficulty. Further, nine posts have been prioritised. Recruitment processes will commence only after finances have been made available by the relevant office.

### **Implementation of Special Leave Agreement (GPSSBC Resolution 2/2024) and Full-Time Shop Steward Agreement (GPSSBC Resolution 3/2024)**

The Secretariat indicated that the Council was monitoring the process in compliance with said Resolutions in respect of Special Leave Agreement and the Full-Time Shop Steward Agreement. The template was shared with parties to complete. The PSA advised that the employer must develop policies and procedures in line with the Resolutions and parties agreed, and that the template provided will be filled.

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

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GENERAL MANAGER