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

28-11-2025

Feedback: OPSC Departmental Bargaining Chamber – 27 November 2025

Vote weights 2025/2026

The Administrator of the Chamber, as per the provision of the Constitutional clause 16.1 of Resolution 1/2012, Governance Rules for the Chambers, tabled the determination of vote weights for trade unions as follows:

Trade union	Membership	Vote weight
PSA	173	72.69%
Nehawu	62	26.05%
Popcru	3	1.26%

The PSA noted the votes weights and wishes to thank members for their continued support and loyalty.

Functional structure review

The employer briefly reported that the administration process was with Supply Chain Management (SCM) to source the service provider that will assist with reviewing the micro-organisational structure. The employer further reported that the OPSC and National Treasury Minister had a fruitful and positive meeting that resulted in the adjusted appropriations bill and shared with parties. R15.7 million has been allocated for Compensation of Employees (COE). The employer could not provide an estimated timeframe for the service provider to commence the task as it was still with SCM and indicated that the adjusted appropriations and further indicated that the OPSC will be well capacitated as there are now funds available to advertise and fill vacant positions to alleviate burnout. The PSA noted and welcomed the response.

OPSC policies

The employer requested indulgence to defer the issue of the following draft policies for the first sitting of 2026: Internship Policy, Mentorship Policy, Policy on Special Awards and Recognition of Employees of the OPSC, Reviewed HRD Policy, Reviewed Learnership Policy, OPSC Policy on Termination of Service, Grievance Policy, Gender 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, and Review of the Harassment Policy. The PSA noted the request.

Standard Operating Procedure (SOP) if there is no water or electricity at OPSC Offices

The employer requested indulgence to defer the issue of draft policies for the first sitting of 2026. The PSA noted the request.

OHS compliance

The employer requested indulgence to share a detailed comprehensive OHS report with parties before the end of November 2025. The PSA had previously requested the employer to share the Building Compliance Certificate or Notice and indicated that the documents that were shared by the employer were only Notice of Approval of Building Plans issued back in January 2014, Certificate of Occupancy issued in March 2024, and the Certificate of Completion of the Building. Parties then agreed that the PSA will put a request in writing with examples of the actual request before the end of November 2025.

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

The employer reported that since R15.7 million was allocated by Treasury solely for the COE, the current 15.77% vacancy rate will be addressed by the advertising and filling of posts as funds are now available to restore the 279 staff complement from 244. The PSA noted and welcomed the response.

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

Reuben Maleka
GENERAL MANAGER