

Update: KZN EDTEA GPSSBC Departmental task team meeting - 4 June 2026

A Departmental GPSSBC task team meeting was held on 4 June 2026, and the following agenda items were discussed:

Progress to structure

The employer reported that management noted the misalignment that exists in the structure and processed for the review. The structure will be due for review in 2027 and open to receive proposals for any additions or amendments, which will be processed when it deals with review of structure next year. The PSA noted the report.

Upfront R500 for official cellphones

The PSA previously complained that the employer must reduce the old cell phone buy back amount from R500 as it was not affordable for employees. The employer indicated that the IT Policy was revised to reduce the escalated amount of R500, which was unilaterally implemented. The new scales are in accordance with the salary levels of employees on a sliding scale with amounts ranging from R150, R200, and R300. The revised Policy was certified by legal services and awaiting approval from the accounting officer. Only senior management will pay R500 to buy back old cellphones. At the request of the PSA, the employer is to furnish with a copy of the revised policy to be shared with members.

Nomination of union representatives: Harassment Committee

The employer indicated that the Department is embarking of the process to establish a harassment committee, and the policy unit wanted the employer to request union representatives to form part of the committee. The employer further stated that it was given two weeks to submit the names. The PSA requested the employer to share the Departmental Policy to allow the Union to familiarise itself. The employer indicated that it would confirm there was a Departmental policy, however, it has not deviated from the DPSA National Framework Policy. The PSA indicated that Mr Mlungisi Masondo, the PSA shop steward, will represent the PSA in the committee.

Draft Dress Code and Personal Appearance Circular

The employer tabled the draft Dress Code and Personal Appearance Circular, which seeks to direct employees to dress appropriately for consultation. It is also provided in the Public Service Code of Conduct that employees must dress and behave in a manner that enhances the reputation of the Public Service. The draft Circular is *attached* for members to solicit inputs and send to nandi.dladla@psa.co.za by **Friday, 19 June 2026**.

Signing of attendance registers and submission of weekly itineraries

The employer reported that it issued a departmental circular, dated 12 May 2026, to employees as a reminder that it is imperative that employees sign attendance registers for accountability purposes. The circular states that, "All employees from level 1 - 8 are required to sign the attendance register in the offices of their respective Directors. All employees from salary level 9 - 12 should submit their weekly itineraries to their respective supervisors, and all Senior Management Members should submit their weekly itineraries to their respective supervisors." The PSA raised that the new instruction is discriminating against employees in terms of salary levels, rather than considering actual job functions of employees and that the employer unilaterally implemented the circular, which undermines the consultation process. The PSA argued that instructions must be implemented indiscriminately across the board. The employer stated that the reason it issued the circular is that some employees just do not want to report for duty, and it wanted to correct the misbehavior. The employer further stated that supervisors and managers will have to manage subordinates properly. The employer indicated that it would consider the PSA's and report back in the next meeting,

Construction activities and workplace safety

The PSA raised concerns in respect of ongoing construction activities in offices at 270 Jabu Ndlovu Street Building where employees are exposed to excessive noise, disruption, and increasing workplace safety risk for employees. The PSA stated that the construction noise negatively impacted on employees' productivity, communication, concentration and well-being. These concerns raise questions regarding compliance with the *Occupational Health and Safety Act 1993*, which places a duty on the employer to provide and maintain a working environment that is safe and without risk to the health and safety of employees. The PSA demanded that the employer should consider allowing employees to work from home, which could help reduce employee exposure to excessive noise and safety hazards, minimise disruption to productivity and service delivery, including promote employee well-being and limit unnecessary movement in the shared construction site.

The employer indicated that there are employees currently working from home as there was a circular that was signed, and remote working is done per floor. Therefore, employees on the floor where there is construction are allowed to work remotely when construction is underway on the floor. The employer stated that where employees complained that the noise is affecting them negatively, the risk is assessed for the accounting officer to approve those employees to work from home. The employer stated that it will determine if there are other employees affected, make an assessment and assist as corporate services is responsible for the health and wellness of employees.

The PSA proposed that when employers do that assessment, they must consider dust, because it does not remain in a single area and spreads across the building. Drilling that occurs when construction is underway makes a lot of noise, disturbing the ground floor and second floor even if the construction is not occurring on those floors. The employer committed that the concerns will be taken to the project

committee for consideration. At the request of the PSA, the employer committed to sharing the respective working-from-home circular before the next meeting.

Parking capacity and security risks

The PSA submitted that the current parking capacity is insufficient to accommodate the growing number of employees, forcing staff to park their cars far from the workplace or in unsafe areas, resulting in increased safety and security risks, including vehicle theft, damage and stolen items from vehicles. The PSA demanded that, amongst other solutions, expanding parking capacity allocations or rotation system, improve parking security through better lighting, surveillance cameras and security patrols, and considering flexible working arrangements or remote-work options.

The employer indicated that it has been dealing with this matter for some time and reported that Public Works approved that employees can park at the opposite *Game Stores* parking as per the arrangement between the store and the Department. The submission is now with the landlord to finalise the agreement with *Game*, and it will have employees allocated across the Department. The employer reported that it has further arranged security guard employees' cars at *Game Stores*. The PSA appreciated and noted the response by the employer and will monitor progress and update members.

Office space, ventilation, and overcrowding

The PSA demanded that the employer must attend to the shortage of office-space allocation, structural and occupational health and safety concerns arising from overcrowding and partitioning and environmental conditions affecting employees, including poor ventilation, air quality, and possible exposure to external fumes at 270 Jabu Ndlovu Street Building. The PSA suggested the utilisation of existing office space at Hoosen Hafejee Street offices, which have available capacity or explore development and expansion at the Cascade Office site where sufficient ground space is available to accommodate office space. The employer noted the concerns and suggestions by the PSA and advised that it will be considered and implemented, if feasible. The employer further added that there are plans to move some staff to 187 Hoosen Hafejee offices currently occupied by the Department of Rural Development, as offered by the landlord. The PSA noted the response and will monitor progress.

Members will be updated on developments.

Employees who would like to join the PSA, can contact Organising/Marketing Officers: Zweli Msane - 082 880 8944 / Zweli.Msane@psa.co.za and Nkosephayo Zulu - 082 880 8994 / Nkosephayo.Zulu@psa.co.za.

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