



FOR PSA MEMBERS: **GOVERNMENT COMMUNICATION AND INFORMATION SYSTEM (GCIS)**

12-08-2026

Update: GCIS Departmental Bargaining Chamber - PSA secures employee interests on relocation, vacancies, and remote work

Determination of vote weights

Below is the determination of vote weights for trade unions admitted at the Bargaining Chamber for the GCIS:

Trade union	Membership	Vote weight
PSA	314	89.71%
Nehawu	34	9.72%
Popcru	1	0.57%

The determination is done in terms of the provisions of Clause 16.1 Resolution 3/2025, Governance Rules for Chambers, as of 31 December 2025. The PSA welcomed the presentation of the vote weights and will continue to advocate for the interests of employees.

OHS compliance and office accommodation

Members will recall that the employer renewed the lease agreement for Tshedimoso House from 1 June 2025 to 31 May 2027. However, the employer reported that it is exploring alternative office accommodation options at the CSIR and DIRCO, with the CSIR having responded positively to the possibility of sub-leasing office space on its campus. The PSA emphasised that any relocation must take into account the impact on employees, particularly commuting arrangements. The PSA therefore demanded that appropriate transport be provided for employees who may be required to travel to and from any new premises. The employer committed to providing transport for affected employees, where necessary. The employer further reported that the acting Director-General has approved the establishment of a relocation task team, which will include organised labour representatives, to oversee and engage on all matters relating to the proposed relocation. The PSA will continue to participate actively in this process to safeguard members' interests and will keep members informed of developments.

Filling of departmental vacancies

The employer previously reported that the departmental compensation of employees (COE) budget continues to experience serious constraints. However, owing to the need to fill critical vacancies, the employer decided to prioritise posts to be filled during the 2025/26 cycle. The employer reported that 17 positions have since been prioritised for the current cycle. It further reported that five posts have been finalised, whilst the remaining 12 are at different stages of the recruitment process. The PSA questioned the employer on how many employees had left the Department owing to voluntary early retirement and how far the employer was with filling such posts. The employer responded that only three employees had exited the Department because of early retirement. It further reported that ten employees have submitted applications since April 2026 to date and are awaiting approval from the Department of Public Service and Administration.

Purchase of uniform

Members will recall that the PSA tabled this matter following complaints from members that the Department had failed to provide uniforms to employees. Categories of employees requiring uniforms include Food Aiders, Cleaners, Drivers, and Security Officers. The employer reported that it has successfully procured uniforms for all categories of eligible employees and that the uniforms have been distributed accordingly. The PSA noted the report and will continue to promote and protect the interests of employees.

Work-from-home arrangements

Members will recall that the PSA tabled this matter following current excessive fuel increases and demanded that the employer must consider work-from-home arrangements to provide relief to employees. The employer responded that the Department has commenced with the development of a remote-work policy. It further reported that the Department is currently benchmarking with other departments and that feedback will be provided at the next meeting.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every DBC engagement. Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER