



FOR PSA MEMBERS: **GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEMS (GCIS)**

16-02-2026

Feedback: GCIS Departmental Bargaining Chamber -13 February 2026

OHS compliance and office accommodation

Members are aware that the employer reluctantly renewed the lease agreement for Tshedimuso house commenced from 1 June 2025 to 31 May 2027. A letter has been sent to the Department of Public Works and Infrastructure to look for alternative office accommodation, whilst GCIS extends the current lease agreement for a period of 24 months. During the recent meeting, the employer reported that the DPWI responded that it would present a feasibility report for alternative accommodation to EXCO members on 24 February 2026. The employer reported that the department has entered into a Service Level Agreement in five provincial offices without DPWI. It reported that a meeting was held with the Chief Directorate: Provincial and Local Liaison (PLL) on 09 December 2025, and it was agreed that all private lease agreements be terminated on their expiry dates. The PSA raised concern relating to the department's signing of lease agreements without DPWI involvement and questioned the employer about the names of the affected provincial offices. The employer responded that the signing of the private lease agreement was done following the advice received from DPWI. It further reported that the names of the affected provincial offices include Tefelkop, Klerksdorp, Beaufortwest, Lebokane and Krugersdorp. The PSA noted the report, and members will be kept informed of any developments.

Failure of the department to fill vacancies

The employer had previously reported that the departmental compensation of employee's budget continues to experience serious constraints, whilst the need to fill critical vacancies has led to a decision to prioritise posts to be filled during the 2025/26 cycle. The employer reported that 41 positions have since been prioritised for the current cycle. It reported that 35 posts have been processed, with 19 employees assuming duty from 1 February 2026, 6 others to assume duty from 1 March, and 10 others to assume duty from 1 April 2026. It reported that 6 other posts are in different recruitment stages. It further reported that a submission has been made to the department's Chief Financial Officer for 13 replacement positions. These are the positions which were vacated from the beginning of the 2025 financial year to date.

The PSA expressed its unhappiness with the employer's delay in filling replacement positions and demanded that all 13 vacancies be filled within the current cycle to avoid losing some positions through the prioritisation process. The employer responded that as soon as the submission from the CFO's office is approved, the recruitment process will be given priority. The PSA will continue to put pressure on the employer until all positions are fully filled.

Purchase of uniform: General workers

Members will recall that the PSA tabled the matter following complaints from members that the Department failed to provide uniforms for general workers. Employee categories that need uniforms include Food Aiders, Cleaners, Drivers and Security Officers. The employer reported that it has managed to procure uniforms for Cleaners and it was distributed to the employees in December 2025. It further reported that the procurement process for other categories of employees is still underway and anticipates concluding the process before the end of the financial year. The PSA noted the report, and members will be kept informed of the developments.

Policies

The employer reported that the policies mentioned below are still under discussion at the policy task team, and feedback would be provided in the next meeting.

Subsidised Motor Transport Policy, Policy and Procedure on unauthorised, irregular, fruitless and Wasteful Expenditure, Other Remunerative Work Policy, Financial Disclosure Policy, Ethics Policy, PMDS Policy, Finance Policy. The PSA noted the employer's submission, and members will be kept informed of the developments.

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's website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER