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

16-11-2026

Feedback: GCIS Special Departmental Bargaining Chamber (SDBC) meeting

Policies for review

The employer tabled the following draft policies for consultation:

Supply Chain Management (SCM) Policy
The purpose of the SCM Policy is to provide a clear framework for the procurement of government communication, goods, and services in the Department. The policy seeks to ensure the effective, efficient, and transparent utilisation of resources in support of the mandate of the GCIS and the broader government objective of improving the lives of South African citizens.

GCIS Information Technology Service Management (ITSM) Policy
The ITSM Policy aims to establish a structured framework for the governance, delivery, support, and continuous improvement of ICT services in the GCIS. The policy is intended to ensure that ICT services are aligned with strategic objectives, responsive to user needs, and delivered in a reliable, secure, and cost-effective manner. It further seeks to strengthen service accountability, improve service-level agreement (SLA) monitoring and supplier performance management, enhance risk management practices, and promote continual improvement throughout the ICT service lifecycle.

Hybrid Working Model Guidelines
The purpose of the Hybrid Working Model Guidelines is to regulate and manage official working hours and provide a framework for flexible and hybrid working arrangements. The guidelines outline how employees may perform their duties either from the workplace or remotely whilst ensuring the continued delivery of services to departmental clients and stakeholders.

Inputs required

The draft policies and guidelines have been referred to the Policy Task Team for further engagement and consultation. Members are encouraged to review the *attached* drafts and submit any comments, inputs, or proposals to velucia.maluleke@psa.co.za / thabom@gcis.gov.za on or **before 23 November 2026**.

Your participation is important to ensure that members' views and interests are adequately represented during the consultation process.

Join the PSA

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

Reuben Maleka
GENERAL SECRETARY