

Feedback: GCIS Departmental Bargaining Chamber (DBC) - 22 May 2026

Occupational health and safety (OHS) compliance and office accommodation

Members are aware that the employer reluctantly renewed the lease agreement for *Tshedimuso House* from 1 June 2025 to 31 May 2027. A letter has been sent to the Department of Public Works and Infrastructure (DPWI) to look for alternative office accommodation, whilst the GCIS extends the current lease agreement for a period of 24 months. At the recent meeting, the employer reported that the DPWI presented a feasibility study report to GCIS EXCO members on 13 March 2026. Subsequently, the DPWI submitted a letter dated 7 May 2026, confirming Erf 12, Extension 5, Salvokop (state-owned land), as permanent head office accommodation for the GCIS. The Department is currently waiting for the DPWI to confirm alternative office accommodation as the building of the permanent head office at Salvokop is yet to take place. The PSA raised concern relating to the report that does not reflect status of departmental provincial offices and further questioned the employer on the report about OHS-related issues, which are not covered by the report. The employer acknowledged the error of not including provincial offices and exclusion of OHS issues and committed to providing a comprehensive report in the next meeting.

Filling of departmental vacancies

The employer previously reported that the departmental cost of employment budget continues to experience serious constraints. The employer had also indicated that critical vacancies would be prioritised during the 2025/26 cycle. At the recent meeting, the employer reported that of the 41 critical posts, 35 were filled with six still at different recruitment stages. The PSA questioned the employer on how many employees left the Department owing to voluntarily early retirement and how far the employer was in filling such posts. The employer responded that only three employees exited the Department as a result of early retirement, and the submission had already been processed to the Director-General's attention for approval to advertise such positions.

Purchase of uniform

Members will recall that the PSA tabled the matter following complaints from members that the Department failed to provide uniform for employees employed as Food Aiders, Cleaners, Drivers, and Security Officers. The employer reported that it managed to procure uniform for Cleaners, and this was

accordingly distributed to employees in December 2025. At the recent meeting, the employer reported that the procurement process for Food Service Aiders, Drivers, and Security Officers was still underway, and it anticipated concluding the process in the current financial year. The PSA noted the report. Members will be informed of developments.

Work-from-home arrangements

Members will recall that the PSA tabled the matter following current excessive fuel increases and demanded that the employer should consider work-from-home arrangements to relieve employees' transport costs. The employer responded that there were currently internal consultations regarding the matter and committed to providing feedback to labour as soon as there were developments on the matter.

Departmental network challenges

Members are aware that the PSA tabled the matter for discussion following complaints that the departmental system is constantly offline, which affects service delivery. The employer responded that it was aware of the matter, and it was a result of State Information Technology Agency problems. The matter is currently receiving attention.

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