



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

26-10-2026

Feedback: GCIS Departmental Bargaining Chamber

OHS compliance

Members will recall that the employer previously indicated that the lease agreement for the current offices at Tshedimoso House would not be renewed when expiring on 31 May 2027. Consequently, the GCIS would relocate to the CSIR premises with effect from 1 June 2027. The CSIR has agreed to sublease office space to the GCIS. Blocks 41, 42, and 43B have been identified to accommodate employees. During discussions, the PSA emphasised the need for the employer to develop a comprehensive implementation plan outlining how the relocation process would be managed. The employer further committed to providing transport assistance to affected employees for 12 months following the relocation. The PSA will continue to participate actively in the relocation process to ensure that members' interests are protected and will keep members informed of developments.

Filling of vacancies

Members will recall that the employer previously reported significant constraints regarding the Department's Compensation of Employees (COE) budget. Despite these challenges, the employer has prioritised filling critical vacancies during the 2025/26-financial year. During the meeting, the employer presented a report indicating that the Department has an approved establishment of 500 positions, of which 395 are currently filled and 105 remain vacant. The PSA noted the presentation but raised concerns that it was only provided on the morning of the meeting, limiting opportunity for meaningful engagement. The PSA indicated that the Union would provide a detailed response and engage further once the presentation had been thoroughly analysed.

Working from home

Members will recall that the PSA tabled this matter in response to ongoing increases in fuel costs and called on the employer to consider work-from-home arrangements to alleviate the financial burden on employees. In response, the employer reported that the Department has commenced developing a Remote Work Policy. However, the employer indicated that it has not yet received the necessary benchmarking guidelines to inform the policy development process. The PSA will continue to monitor progress on this matter.

Policies for review

The employer tabled the following draft policies for consultation:

Framework for Improvement of GCIS Culture and Terms of Reference

The Framework seeks to strengthen and enhance organisational culture in the GCIS. Organisational culture refers to the values, behaviours, attitudes, systems, and practices that influence how employees interact and perform their duties. The Framework aims to promote a positive, productive, and values-driven workplace environment.

Gifts Policy

The purpose of the Gifts Policy is to provide clear operational guidelines regarding the acceptance, declaration, and granting of gifts involving GCIS employees. The Policy seeks to promote accountability, transparency, and ethical conduct whilst preventing any real or perceived conflicts of interest. The PSA is currently consulting on the draft documents and will ensure that members' interests are adequately represented during the consultation process.

Input request

Members are encouraged to peruse the *attached* draft policy and presentation and submit any comments, input or proposals to the PSA Chief Negotiator at velucia.maluleke@psa.co.za / Thabom@gcis.gov.za by **30 October 2026**.

The PSA is committed to ensuring that members' views are represented during consultations and encourages all affected employees to participate in the process.

Reuben Maleka
GENERAL SECRETARY