FOR PSA MEMBERS: **OFFICE OF THE CHIEF JUSTICE (OCJ)**

10-11-2026

Feedback: Facilitation meeting – 10 November 2026

Hybrid-work model guidelines

The PSA referred the matter for facilitation after the employer reported at the previous meeting that EXCO did not support the proposed Hybrid-Work Guidelines and recommended that the item be removed from the agenda. The PSA indicated that the implementation of a hybrid-work model would promote a better work-life balance for employees. Furthermore, the PSA argued that various studies and research findings have demonstrated that employees can be more productive and engaged when afforded flexible working arrangements, including hybrid-work models. The employer indicated that the proposal had been rejected by EXCO, primarily on the basis that there is currently no approved framework regulating hybrid-work arrangements in the public service.

Following deliberations, parties agreed that the employer would provide feedback to EXCO, which is scheduled to meet on 24 November 2026, and seek a revised mandate on the matter. The employer undertook to provide feedback at the next ordinary Departmental Bargaining Chamber meeting scheduled for 26 November 2026. Organised labour reserved its right to explore alternative avenues should feedback from EXCO not be favourable. Feedback on this matter will be provided to members after the meeting on 26 November 2026.

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

Reuben Maleka
GENERAL SECRETARY