



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

23-03-2026

Major updates: OCJ court online, structure review and OHS risks – What members need to know

Court online

Members will recall that the OCJ introduced a court-online process to implement a digital court system to improve efficiency. At the recent Departmental Bargaining Chamber (DBC), the employer provided an update that the court-online system has been rolled out in all high courts with the Supreme Court of Appeal and the Constitutional Court still to follow. Furthermore, the employer indicated that it has rolled out training for all users of this system in all provinces. The PSA enquired if the employer had conducted change-management sessions for employees who will be working on the system who must transition from using documents to digital. The employer indicated that it was finalising the change-management strategy, and that change-management sessions would be conducted from April 2026.

Organisational structure review

Members were previously informed that the online project will necessitate a review of the organisational structure because some positions may be impacted. The employer indicated that a decision to review the structure was taken and communicated to employees through a newsletter in February 2026. The employer indicated that the Organisational Development unit was conducting research to determine if the current structure was fit-for-purpose. Such a report would be shared with organised labour for engagement before the actual review process commenced. The PSA noted the submission by the employer and requested a project plan, which the employer committed to provide in the next meeting. The PSA emphasised the need for adequate consultation time given the sensitivity of the matter and the importance of due diligence when the consultation process commences.

Occupational Health and Safety Policy

Members were previously informed that the PSA submitted inputs on the draft policy and was awaiting the employer to revert for further consultation. The employer indicated that it was still busy with internal processes and that it would revert to organised labour in due course. The PSA noted the employer's submission and requested the employer to prioritise this policy. The PSA also raised concern with the state of the building in that the roof leaked when it rained, which led to a roof caving in but luckily, no one was injured. The employer acknowledged the concerns raised by the PSA and indicated that some of the

challenges faced by OCJ were that the budget to do maintenance was with the Department of Justice. Parties agreed to engage further on OHS matters in the OHS Committee.

Hybrid model working guidelines

In the last meeting, the employer indicated that it had submitted a concept document for approval by EXCO, which would pave a way for the development of guidelines on working remotely. The employer indicated that EXCO was still busy with this matter. The PSA noted that this matter had been ongoing for some time and indicated that it had even attempted to assist by providing policies of two Departments that had similar policies. The PSA indicated that if the guidelines were not approved in the next DBC meeting, it would consider alternative avenues to pursue this matter.

Conflict of Interest Policy

The employer reported that this Policy was consulted on 4 December 2025 and inputs by organised labour were incorporated. The PSA indicated that further engagement on this Policy was required because there were significant areas that were in contention. Members who still wish to make inputs on this policy must submit inputs to amacmaster@judiciary.org.za by **27 March 2026**.

Re-appointment: Judges' Secretaries

Organised labour expressed concern regarding the re-appointment of Judges' Secretaries on fixed-term contracts without adherence to the recruitment and selection policy. Two cases in the Western Cape were cited as examples. The employer explained that the appointment of Judges' Secretaries was not treated in the same way as filling normal positions. However, the employer acknowledged that the appointments could have been managed better. Parties agreed to amend Annexure A of the Recruitment and Selection Policy to explicitly address the appointment of Judges' Secretaries, ensuring compliance, transparency, and fairness in future appointments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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