



FOR PSA MEMBERS: OFFICE OF THE PUBLIC SERVICE COMMISSION (OPSC)

07-04-2026

Feedback: OPSC Departmental Bargaining Chamber - 31 March 2026

The following agenda items, all sponsored by the PSA, were discussed at the Chamber meeting held on 27 March 2026:

Functional structure review

Members may still be aware that the OPSC has been seized with the Microstructure, which has not been reviewed for several years. The PSA has been at the forefront urging the employer to comply. The employer reported that in the OPSC it is still lacking capacity to review the structure, and it approached other departments to assist in vain. The employer further indicated that a decision was taken to source an independent service provider to assist, however, it still lacks funds to cover the cost of the project and will continue to approach the National Treasury to allocate funds. The PSA noted the report but registered disappointment as this matter has been on the agenda for several years and urged the employer to come up with workable solution in the next Chamber meeting.

OPSC policies

In the previous report, the employer had tabled 17 policies for review and reported that there is now currently no need to review these as there has not been any noticeable change in legislation. At the PSA's request, it was agreed that all 17 policies be removed from the agenda on the proviso that these will be re tabled on a need-to-need basis by either party.

Standard Operating Procedure (SOP) if there is no water or electricity at OPSC Offices

At the request of members, the PSA previously sponsored this draft SOP to give guidelines as to what should happen in the event of water supply interruption and power cuts. The employer reported that it has not yet developed the SOP but will continue applying the principle of releasing employees as and when these events occur. The PSA registered disappointment, citing the fact that all other departments that had this draft SOP tabled in their Chambers have already adopted it. The PSA further indicated that employees are in some cases forced to utilise one ablution facility, especially at Head Office, when there is a shortage of water in upper levels and urged the employer to move with speed in adopting the SOP and not relying on the principle that is not applied consistently by managers.

OHS compliance

The employer reported that it has for the first time at OPSC advertised a twelve-month contract position for an OHS Specialist who will assist the organisation to tackle matters concerning OHS compliance and intends to include the same position as permanent in the yet to be approved functional structure. The PSA welcomed the report but reminded the employer that the Building Compliance Certificate for the Head Office building was still awaited, as requested previously. The employer responded that a decision to approach Department of Employment and Labour (DEL) for comprehensive inspection has been taken as the PSA had suggested. Members may still be aware that the PSA had previously approached the DEL and is awaiting its response on the matter as the PSA believes that the health and safety of employees are compromised.

Information pertaining to staffing levels, human resource costs and other expenditure

The employer reported that since November 2025, when it received funds from National Treasury to fill all 44 vacant positions, it has been busy advertising and filling the same and indicated that as of February 2026 the vacancy rate was standing at 23 posts. The PSA welcomed the report and enquired if the money not spent to fill positions by 31 March 2026 will not be at risk to be forfeited to National Treasury before all positions are filled. The employer indicated that it was unfortunate that the concurrence to utilise the funds was only issued in February 2026, however it had already advertised some positions. It indicated that it would approach National Treasury to consider waving the principle to allow it to fill all positions as intended.

Extension of operation of remote-working arrangements

At the request of members, the PSA noting that the operation of the Remote Working Arrangement Policy was coming to an end on 31 March 2026, requested the employer to extend its operation for a further three years considering the recent Middle East crisis, which has resulted in skyrocketing fuel prices. In response, the employer indicated that the operation of the Policy will be extended, however, it will approach its principals in respect of the three-year duration, which was welcomed.

Employees who have not joined the PSA can visit the PSA's website or visit PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER