



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

28-10-2026

Feedback: OPSC Departmental Bargaining Chamber (DBC) meeting – 27 October 2026

Transition in terms of the *Public Service Commission Act*

The PSA tabled the matter for discussion after noting that the new *Public Service Commission Act* had been implemented without consultation with organised labour. The PSA argued that the transition of the Office of the Public Service Commission into a Secretariat component would have a direct impact on employees' contracts of employment and conditions of service. The draft transitional organisational structure had also not been consulted on, and employees raised concerns regarding the possible impact of the transition on their pension and medical benefits. The PSA demanded that a DBC task team, with clear terms of reference, be established to ensure that the transition process is properly managed and implemented. The PSA further demanded that the concept document that gave rise to the establishment of the independent Secretariat component be shared with organised labour. The information should include the benchmarking report, draft organisational structure, and project plan with specific timelines. The Employer noted the PSA's submission and agreed that organised labour would be consulted on the transition going forward. The Employer requested an opportunity to obtain a mandate from its principals regarding the information requested by the PSA. The parties agreed to convene a special DBC meeting by the end of November 2026 to deliberate further on the matter. Members will be kept informed of developments.

Moratorium on the filling of vacant funded posts

The PSA raised concerns regarding the implementation of a moratorium on the filling of funded vacant posts without consultation with organised labour. The PSA demanded that the Employer provide the rationale for the decision. The PSA argued that the moratorium negatively affects service delivery and places an increased workload on employees. The Employer indicated that the decision was taken due to identified deficiencies in the internal recruitment processes. The Employer committed to lifting the moratorium as soon as the investigation process is concluded. The PSA objected to the Employer's response and demanded a bilateral meeting with the Office of the Director-General. The parties agreed that the date of the bilateral meeting would be communicated through the Chamber Administrator by 3 November 2026.

Vacancy report

The employer reported that there are 26 funded vacant posts, representing a vacancy rate of 12.24%. The employer indicated that only critical posts would be filled until the moratorium is lifted. The employer further reported that all employees serving in acting positions had been compensated in accordance with the relevant prescripts. The PSA noted the report and urged the Employer to lift the moratorium to allow all funded vacant posts to be filled and to relieve employees of the increased workload.

Standard Operating Procedure (SOP): Water and electricity disruptions

Members were previously informed that the PSA had tabled a draft SOP to manage water and electricity disruptions during working hours. The PSA had identified a lack of adequate contingency plans and measures to manage such disruptions. The parties deliberated on the draft document and agreed on the necessary inputs. The PSA is pleased to announce that the SOP has now been adopted and signed off by the Acting Director-General. The matter was subsequently removed from the DBC agenda. A copy of the approved SOP will be circulated to all employees through the relevant internal communication channels.

Tools of trade

The PSA raised concerns regarding the lack of adequate tools of trade, including laptops, and urged the employer to expedite the procurement process. The employer reported that 100 ageing laptops would be replaced. Of these, 24 laptops have already been procured, while the remaining laptops are expected to be delivered by the end of the financial year. The PSA noted the progress made and urged the employer to establish a formal replacement-cycle guideline as a control measure to ensure that tools of trade are replaced timeously. Members will be kept informed of developments.

Employee burnout and wellness interventions

The PSA raised serious concerns regarding employee burnout caused by increased workloads and the continued non-filling of vacant posts. The PSA emphasised the impact that these pressures have on employees' well-being. In response, the Employer appointed a service provider to provide counselling and wellness intervention programmes to employees. The first and second phases of the intervention sessions have been completed, with satisfactory attendance reported. The final session is expected to be completed by the end of December 2026. The PSA welcomed the intervention through the Employee Health and Wellness Programme and requested that a comprehensive report be tabled at the next DBC meeting to assess the impact and effectiveness of the interventions.

Join the PSA

Employees who wish to join the PSA can visit the PSA's website or contact their nearest PSA Provincial Office.

Reuben Maleka
GENERAL SECRETARY