



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

11-02-2025

Feedback: GCIS Departmental Bargaining Chamber

OHS compliance and lease agreements

Head Office lease extension

The employer reported that a proposal was submitted to the landlord to extend the lease agreement by 12 months. The landlord responded with two offers:

- A 24-month extension.
- A five-year extension at a reduced rate of nearly 50%.

The Director-General has requested an urgent meeting with the landlord and the Department of Public Works and Infrastructure (DPWI) to discuss these options, considering the Department's financial constraints. The meeting is scheduled for 12 February 2025. Feedback will be shared with organised labour. The PSA raised concerns about the absence of an alternative plan should negotiations fail, as the current lease expires at the end of May 2025. The employer acknowledged that no backup plan exists and expressed optimism that discussions with the landlord would yield positive results. The PSA noted the report and will keep members updated.

Free State Regional Office

The employer reported that the initial lease agreement expired on 30 June 2024, and the DPWI opted for a one-year renewal to facilitate relocation to a new building. The Chief Financial Officer has signed the confirmation of funds for the new building, with a 6% annual escalation. However, the project has been delayed owing to delays in finalising tender appointments.

Upington Regional Office

The employer confirmed that the current lease expires on 31 March 2025. A letter has been issued to the landlord outlining required maintenance conditions before lease renewal. The PSA enquired whether the landlord has responded. The employer stated that a response was still pending.

Mthatha Regional Office

The employer reported that the landlord received the OHS compliance certificate from the municipality in December 2024. The DPWI is expected to convene a stakeholder meeting for the building handover. A three-year lease agreement was signed and became effective on 1 October 2024. The PSA noted the report.

Implementation: Organisational structure

In a previous meeting, it was reported that one employee was dissatisfied with placement. The employer confirmed that the matter concerning the employee from Branch 2 has now been resolved, and the employee has been placed in the preferred directorate. The PSA welcomed this update. Parties agreed to remove the item from the agenda.

Failure to fill vacancies

The employer previously approved 27 prioritised posts. The latest update indicates that 22 posts have been filled, and the remaining positions are in various stages of recruitment. A total of 15 employees left the Department last year. Of these, ten posts are in the shortlisting process, whilst five have been advertised. The PSA acknowledged the progress and requested clarity on the vacancy rate. The employer confirmed that the Department currently has 89 vacant posts, representing a vacancy rate of 18%.

Policies

The following policies were tabled for discussion and referred to the Policy Task Team for further deliberations:

- Legis User Policy
- Leave Policy
- Resettlement Policy
- Bereavement Policy
- Overtime Policy
- Recruitment and Selection Policy
- Employee Health and Wellness Policy
- Financial Guidelines Policy
- Petty Cash Policy
- Catering and Entertainment Policy
- Policy on Wireless Connection
- Gifts, Donations, and Sponsorships Policy

The PSA encourages members to review the *attached* policies and submit inputs to aubrey.mabotsa@psa.co.za by no later than **20 February 2025**.

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.

Reuben Maleka
GENERAL MANAGER