



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

13-03-2025

Feedback: OPSC Departmental Bargaining Chamber – 13 March 2025

Information pertaining appointments of officials to act in higher positions

The employer reported that nine officials are acting in vacant funded positions and are being remunerated although the employer could not commit to the period to fill the said positions owing to budget constraints. Further, the PSA reminded the employer of previous commitment to provide detailed reports inclusive of vacant post, period in which the post was vacant, and the period the officials acted. The employer indicated that this will be shared in the next DBC.

Functional structure review

The employer indicated that there is no progress report since it sought assistance from the DPSA, which has not responded to it yet in terms of the Macro-Organisational Structure. There will be a high-level delegation meeting that will include the DPSA in due course, and further reporting will be done in the next DBC. The PSA noted the report.

Employment Equity

The employer indicated that the key update arose from the workshop convened by Department of Employment and Labour held on 18 February 2025, where parties were taken through the new Employment Equity targets. All committee members also attended. The PSA welcomed the report and concurred that the Committee is now functional.

OPSC Policies

Members will recall that the employer tabled the policies mentioned below, which were subjected to the Policy Task Team process, and will be brought back to the DBC for endorsement. The PSA noted report and will await the presentation.

- Internship Policy, Mentorship Policy, Policy on Special Awards and Recognition of Employees of the OPSC, Reviewed HRD Policy, Reviewed Learnership Policy, OPSC Policy on Termination of Service, Grievance Policy, Gender Policy, Policy on External and Internal Transfers, Retention Policy, Policy on HIV/Aids and TB Management, Policy on Management of COVID-19, Policy on Management of

Substance Abuse, Policy on Management of Diabetes, Reviewed JE Policy, Security Policy, and Review of the Harassment Policy.

Standard Operating Procedure (SOP) in absence of water or electricity at OPSC Offices

The employer presented a draft SOP for if there is no Water or Electricity at OPSC Offices, which was excluded the PSA inputs. At the insistence of the PSA, the employer indicated that it will be sharing the soft copy for the PSA to add inputs on or before Friday, 14 March 2025.

Overdue Standard Operating Procedure (SOP): Engagement with Office of Director General

As per the last DBC decision, management had committed to sharing the draft SOP. Management was, however, overtaken by competing events and has not been able to comply and requested indulgence to submit in the next DBC. The PSA noted the report and proposed that the matter be removed from the agenda since there are clear governance rules on how to communicate, to which all parties agreed.

OHS compliance

The employer reported that the OHS representative who was supposed to attend was not present as the Department of Employment and Labour was busy conducting an investigation of the OPSC offices and it regarded the matter as *sub judice*. The PSA reminded the employer that OHS compliance was still part of the agenda and not linked to office accommodation, which may be regarded as *sub judice*. The employer conceded that there was confusion and the OHS representative will be brought to the next DBC, to which parties agreed. The OHS committee formation proposal was also agreed to.

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

The employer reported that as of 12 March 2025, there were 37 vacant posts and that there was a governance structure that identified critical posts amongst all branches owing to known financial constraints. The employer has received a response from the DPSA to fill five identified critical posts. Labour noted the report and confirmed that the written response was received.

Policy on Hybrid Working Arrangements

The employer indicated that the Hybrid Working Arrangements lapsed by the end of January 2025 and management has taken a decision to extend it to end on 31 March 2025. It requested that the amendment to insert the 12 months lifespan instead of six months on the policy be adopted. Since the proposal was beneficial to employees, the PSA noted the request of the employer and advised the employer to continue with due processes and get the reviewed policy approved by management. The extension of the policy is *attached* for members' convenience.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices. Members can contact the PSA Chief Negotiator at Zamani.Dladla@psa.co.za for any work-related issues.

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