

FOR PSA MEMBERS: **PUBLIC SERVICE COMMISSION (PSC)**

26-01-2024

Feedback: Special Departmental Bargaining Chamber (DBC) meeting - 24 January 2024

Draft Policy on Remote Working/Work Arrangements

Members were previously informed that the draft policy on working arrangements was tabled at the policy task team meeting for consultation and aimed to create a more flexible work environment by prescribing remote working criteria and controls. The PSA requested that Directorates should identify employees who would qualify to work remotely and provide them with working tools. The PSA further requested that supervisors should be excluded from identifying employees who are expected to work remotely. The aim is to curb favouritism and victimisation. The employer noted the request and will engage its principals for a further mandate. The employer will reserve the right to revoke remote working arrangements should these be misused or abused. The employer will first allow affected employees to make a representation before remote working is revoked. The employer proposed two days of remote work per week, but the PSA demanded five days per week. The matter was deferred to the next DBC meeting for feedback.

Draft Security Policy

The draft policy was previously tabled at the policy task team meeting for consultation and aimed to provide a framework and procedures for identifying and dealing with security risks facing the Office of the Public Service Commission. This policy will allow the PSC to ensure the safety and security of the office premises, outlying facilities, and the people using these facilities in and around PSC office blocks. The employer indicated that the usage of laptops will be restricted to business purposes only. Employees will be held liable for any misuse or abuse of the device.

Members are therefore requested to peruse and provide inputs on the *attached* final draft policies to zamani.dladla@psa.co.za and SiphiwoM@opsc.gov.za by **16 February 2024**.

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

Reuben Maleka
GENERAL MANAGER