

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

05-10-2023

What is happening at GPSSBC?

Draft Special Leave Sectoral Agreement

The determination of leave of absence in the Public Service of 2021 provided that special leave shall be negotiated at the relevant sectoral bargaining council. The draft agreement was tabled by the employer on 22 September 2023. The draft agreement was augmented from PSCBC Resolution 1/2007. The purpose of the draft agreement is to provide employees with an opportunity to apply for paid leave in special circumstances. It will enable employees to receive time off from work to participate in various activities such as exams and training. Employees, with such an agreement, will be able to save their annual leave days and not incur a loss of income. Employees will have the space to pursue their aspirations and participate in various events, which will also benefit the state as the employer. It will further improve and enhance a supportive working environment for employees.

The changes in the draft agreement provided for improved benefits for members. Most of the categories were improved with more days. For example, employees were previously required to take two days special leave to write exams and semester tests. It is now proposed to be increased to three days, with one extra day for preparations. Employees who registered for postgraduate in research, previously qualified for five days per year and would now qualify for twelve special leave days per year. As much as the other categories of special leave remain as they are, most of the categories were improved and would allow members to embark on various activities effectively.

Members are requested to peruse the *attached* draft collective agreement, which entailed other categories of special leave, and submit inputs and comments to peter.mngomezulu@psa.co.za and Velucia.maluleke@psa.co.za by **13 October 2023**.

Review: Full-time Shop Stewards (FTSS) agreement

The draft collective agreement was augmented from PSCBC Resolution 11/1998 and GPSSBC Resolutions 3/ 2001 and 1/2004. The draft agreement was tabled by labour with the aim of improving the provisions and requirements to appoint FTSS and the release of trade-union office bearers from their respective workplace. The previous resolution provided that FTSSs shall be elected or nominated in the sector per province. The previous resolution outlined that a trade union with 2 000 members will qualify for one FTSS and with 4 000 members will qualify for two FTSS. The draft agreement proposed that each trade union with 5 000 members would qualify for one FTSS. The draft agreement further proposed that recognised trade unions in the Council will automatically qualify for an additional four national office

bearers and nine provincial office bearers. The provision was not included in the previous resolutions. The duration of FTSSs in office will now be determined by the recognised trade union. The duration in the office was previously regulated by the employer. Members will be able to have more FTSSs to service them in the sector. FTSSs will be able to represent members during disciplinary hearings, grievance hearings, and dispute processes. The capacity of recognised unions will be enhanced and service to members will improve. The appointment of FTSSs will assist in bringing about labour peace and promoting good working relationships in the workplace.

Members are requested to peruse the *attached* draft collective agreement, which includes improved conditions for FTSSs, and provide inputs and comments to peter.mngomezulu@psa.co.za and velucia.maluleke@psa.co.za by **13 October 2023**.

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