



FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL
- EASTERN CAPE**

Eastern Cape GPSSBC Chamber meeting – 28 November 2025

The PSA participated in the Eastern Cape GPSSBC Chamber meeting held on 28 November 2025. The following key items were discussed:

Unilateral change to terms and conditions: Traffic Officers (Department of Transport)

Labour confirmed that a dispute has been declared regarding the unilateral change to Traffic Officers' shifts without proper consultation. Arbitration was scheduled for 1 - 2 December 2025. The Chairperson confirmed that the matter will be removed from the Chamber agenda, as it is now formally before the Bargaining Council.

Outsourcing of security function: Department of Agriculture (DoA)

The employer reported that a process was underway in the DoA to consider outsourcing the security function and that all social partners were invited. Labour questioned the invite to all social partners. The employer could not provide documentation confirming the invited stakeholders and committed to supplying these documents by close of business. Consultations will continue. The item remains on the agenda.

Department of Agriculture organogram concerns

The employer committed to providing the names of all labour representatives involved in consultations, as well as the relevant documentation, promising delivery by end of business on 28 November 2025. Labour expressed strong dissatisfaction with repeated delays, often receiving documents only a day before meetings. This created unnecessary conflict and was unacceptable. The PSA reiterated that the *status quo* remained and that the organogram remained in dispute, as no proper consultation had taken place between the employer and labour.

Review of departmental policies

The employer indicated that the stance presented at the previous meeting remained unchanged and that authority over departmental policies rested with the respective Heads of Department, and labour should engage them directly. Labour reminded the employer that the Constitution of the GPSSBC and Chamber Rules allowed labour to table and discuss policy-related matters at Chamber level. The Chairperson

clarified that any policy requiring approval would be subject to the Chamber. The employer agreed. The Chamber remains responsible for monitoring these processes.

The PSA will continue to monitor all agenda items and ensure that members' rights are protected throughout all consultation processes.

Reuben Maleka
GENERAL MANAGER