



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

20-08-2025

Feedback: GPSSBC Council meeting

Transfer of remaining staff members from Department of Home Affairs to BMA

As previously reported to members, the employer proposed transferring another group of employees from the Department of Home Affairs to the Border Management Authority (BMA). The PSA initially opposed the move owing to unresolved issues at the BMA, including late salary payments and unpaid statutory deductions. Parties agreed on convening a meeting with affected employees, allowing them to raise concerns and questions of clarity. At the recent Council meeting, BMA management presented a progress report on steps taken to resolve issues that were raised by organised labour as challenges faced by members at the BMA. The PSA indicated that the information presented will be verified with PSA negotiators at the BMA Bargaining Forum before concessions are made to the transfer of employees.

A draft collective agreement has been circulated for consideration should PSA members agree to the transfer. The agreement is intended to regulate the terms of the transfer, which include the guarantee that no employees will lose their jobs. It further commits parties to ensuring fairness and transparency in the decision-making process related to the transfer. According to the agreement, employees will not be worse off after the transfer. The PSA will continue engaging to protect members' rights and ensure the transfer only proceeds under favourable conditions. Members are requested to peruse the draft agreement and provide the PSA with inputs and a mandate to sign the agreement (*attached*) to joseph.mashigo@psa.co.za by **26 August 2025**.

GPSSBC Agreement on 2024 national macro-organisation of government

As members are aware, following the President's 2024 announcement on departmental reconfiguration under the NMOG process, several GPSSBC chambers were disestablished and new ones established. The Department of Mineral Resources and Energy Chamber was disestablished, replaced by the Department of Mineral and Petroleum Resources and the Department of Electricity and Energy Chambers. The Department of Agriculture, Land Reform and Rural Development Chamber was disestablished, leading to the creation of separate Agriculture and Land Reform and Rural Development Chambers. The PSA retains majority vote weight in these Chambers.

Management committee elections are underway, with some positions filled and others pending. Any remaining NMOG matters will be addressed in the new chambers' agendas. The PSA remains strongly represented and committed to protecting members' interests during this transition.

Review of scope: Public entities

The PSA previously reported to members that the Secretary of the GPSSBC submitted a proposal to extend the scope of the GPSSBC to include government entities that are currently struggling with collapsing or non-existent bargaining forums. It was suggested that the Council investigate the feasibility of approaching specific entities that are under departments within its scope and offer them dispute resolution and collective bargaining services to support and strengthen their bargaining structures. The PSA supported the proposal. The Council commenced with the feasibility study, which is being carried out in partnership with the PSCBC and the Department of Public Service and Administration. Members will be updated on progress and findings of this study once preliminary results are available.

Review: GPSSBC levy agreement

Members will recall that the GPSSBC proposed a levy increase of R1 per party, meaning that employees would contribute an additional R1 on their levies to the Council, with the employer matching this contribution. The Draft Levy Agreement was shared with members for mandating, and extensive consultations were held with sectors and branches regarding the proposal. The rationale for the increase is based on the financial sustainability of the Council. The current levy has become insufficient to maintain the Council's operations. As highlighted by the Secretary, the Council has been facing service-delivery challenges, including the limitation of case rolls when scheduling matters. This has resulted in significant delays in finalising disputes, negatively affecting members. In light of these circumstances, and to ensure the effective functioning of the Council, the PSA agreed to the proposed R1 levy increase and subsequently signed the Levy Agreement.

Transfer of employees: Department of Forestry, Fisheries and the Environment – Report

As reported previously to members, the Council established a Task Team to facilitate the placement process for employees of the Department of Forestry, Fisheries and the Environment (DFFE) affected by the 2016 Cabinet decision to transfer plantations to communities and non-governmental organisations. This decision required a structured approach to address the employment status of staff previously based in transferred plantations. The Task Team was granted an opportunity to revise its initial report owing to discrepancies in data submitted to the Executive Committee (EXCO). Although the revised report was initially expected by the end of May 2025, it was only recently presented to the Council. The final Task Team report confirmed that all affected employees will be accommodated in the Department. Parties in Council agreed that the employer will proceed with implementing the placements and that any disputes arising will be addressed on a case-by-case basis. The PSA requested that the matter should remain on the Council's agenda for ongoing monitoring.

Review of GPSSBC constitution and Governance rules for Chambers

Members will recall that the GPSSBC initiated a review of Resolution 1/2012, which governs the rules applicable to Chambers, as well as the Constitution of Council. This process commenced in 2024 and involved extensive consultations with various Departmental Bargaining Chambers. Whilst a number of inputs were received, only minor amendments were adopted, and no material changes were made to the existing agreement.

The PSA did not receive further input from members on the proposed amendments to the Governance Rules or Constitution. The review process has now reached its final stage with parties expected to sign the two documents. Once all signatures are secured, the amended agreements will be formally adopted. Members are requested to provide the PSA with a mandate to accept and sign the proposed reviewed agreements (*attached*). Inputs and mandates for the above collective agreements should be sent to joseph.mashigo@psa.co.za by **26 August 2025**. If responses are not received from members by the due date, the PSA will proceed to sign the agreements.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER