



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

23-05-2025

Feedback: GPSSBC Council Meeting (continued)

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

As previously reported to members, the employer proposed the transfer of 27 remaining employees from the Department of Home Affairs (DHA) to the Border Management Authority (BMA), in accordance with the provisions of the *BMA Act*. To facilitate this, the employer proposed that the transfer be formalised through a collective agreement in the GPSSBC.

Organised labour expressed strong reservations about proceeding with the proposed transfer under current conditions. It was noted that the BMA continues to experience serious operational and financial challenges. Employees who were previously transferred during the 2023 process are reportedly facing persistent issues, including late salary payments, non-payment, or delays in statutory deductions such as UIF and pension contributions, and a general lack of institutional stability. In light of these ongoing problems, organised labour cautioned that it would be risky and irresponsible to agree to the release of more employees to the BMA at this stage.

In response, the employer acknowledged the concerns but maintained that reports from the BMA indicate that corrective measures were underway and that the situation was gradually stabilising. The employer further argued that compliance with the *BMA Act* remains a priority and that parties should not allow past issues to indefinitely delay the required organisational changes. However, the employer agreed that consultation was necessary before any final decisions were taken.

Following discussions, it was agreed that a joint engagement session with the 27 affected employees would be held within seven days. This consultation process aims to provide employees with detailed information, listen to their concerns, and ensure that any agreement reached is informed by their input. All parties recognise that entering into a collective agreement without such engagement could potentially harm the well-being and morale of affected employees. Organised labour will continue to monitor the situation closely and is committed to protecting the rights and interests of members throughout this process.

Transfer of employees in Department of Forestry, Fisheries, and Environmental Affairs Report

As previously reported 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) who were affected by the 2016 Cabinet decision to transfer plantations to communities and non-governmental organisations. This decision necessitated a structured response to address the employment status of employees previously based at the transferred plantations.

To ensure proper consultation, engagement sessions were held in the Eastern Cape, Limpopo, KwaZulu-Natal, and Mpumalanga. Based on the Task Team's most recent report, 37 employees have opted for early retirement, 34 have chosen reskilling opportunities, and 179 have elected to be placed in alternative roles. However, 188 employees have not yet made a formal choice in the provinces that have already submitted data. It was further indicated that 238 employees could potentially be accommodated under the Working for Integrated Forest Management (WIFM) Directorate.

The Secretary of Council reported that the Task Team has been given the opportunity to amend its initial report, as the numbers previously presented to the Executive Committee (EXCO) of Council were found to be misaligned. Once the report has been corrected, it will be resubmitted to EXCO for further consideration before being formally presented to Council. The revised report is expected to be finalised before the end of May 2025. The PSA will continue to monitor developments in this process and will keep members informed.

Implementation: Resolution 3/2024 – Release of full-time shop stewards

The PSA raised serious concerns regarding continued challenges experienced with various government departments that are failing to cooperate in releasing elected full-time shop stewards, as required by the signed collective agreement. This non-compliance persists despite the DPSA having issued letters confirming the PSA's eligibility for the release of the requested number of shop stewards. The ongoing lack of cooperation is severely hampering the planning and operational effectiveness of trade unions. The PSA has called on the DPSA to take decisive action and ensure that all departments comply with the provisions of the agreement. Parties have agreed to involve both provincial and national chambers to monitor the implementation of Resolution 3/2024. The PSA will submit an updated list to the DPSA for intervention on outstanding cases. Members will be updated on developments.

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

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