



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

01-10-2025

Feedback: Western Cape GPSSBC Provincial Chamber meeting

A GPSSBC Provincial meeting was held on 22 September 2025, during which the following items were discussed:

Establishment of Occupational Health and Safety (OHS) forums

The employer confirmed the establishment of OHS teams. The Department indicated that training for these teams will be concluded by the end of the calendar year.

Proposed change in working hours: Farm Aids (Elsenburg Farm)

The employer stated that a meeting request had been sent to labour. However, it was later discovered that union representatives at the Chamber had not received the communication. A new meeting date will be determined and communicated to labour.

Security risk management: Police Oversight and Community Safety (POCS) leave and overtime

The employer reiterated its position to close the matter without further engagement. Labour, however, believes that key information is being withheld. An audit was conducted on POCS, but the employer has refused to share the outcome. As parties could not reach consensus, a deadlock was declared. The matter will be escalated to the Secretary of the GPSSBC for facilitation in line with the Chamber's Governance Rules.

Termination of contracts: Department of Cultural Affairs and Sport

The employer explained that the conditional grant funding certain posts had ended, making it difficult to retain affected individuals. Labour acknowledged the explanation but emphasised the need to explore alternative mechanisms to retain these employees. The employer noted that the PSA has followed the dispute resolution process in this matter.

Reuben Maleka
GENERAL MANAGER