



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

19-06-2025

## Feedback: Western Cape GPSSBC Provincial Chamber meeting

A GPSSBC Provincial Chamber meeting was held on 13 June 2025 during which the following items were discussed:

### Department of Mobility

#### **Establishment of Occupational Health and Safety (OHS) forums**

The employer reported that efforts are underway to engage the supply chain to ensure training sessions proceed smoothly in outlying areas. The OHS training will be taking place in June 2025. Training for first aid and fire marshals will be decentralised. The challenge, however, remains service providers in outlying areas. The employer understands the seriousness of the establishment of OHS forums.

#### **Working hours**

The employer tabled the matter of Traffic working hours, changing from eight-hour to twelve-hour shifts to improve service delivery. The employer has agreed to circulate the draft Shift Changes to labour for further inputs and consultation. The employer has agreed that a special Departmental Chamber meeting will be called before 15 July 2025. The intention is to implement it by 15 July 2025.

### Department of Agriculture: Farm Aids (Elsenburg)

The employer tabled the matter and reported that the relevant Farm Aids are responsible for milking and feeding cows at Elsenburg Farm. The team would consist of two shifts, 05:00 to 09:30 and 13:30 to 17:00. The employer requested labour to consult with their members as it would constitute a formal change to existing working shifts and hours of the feeding team. Members indicated to labour that the challenge to the proposed shifts is transport, as safety is an issue. The employer agreed to provide transport.

### Department of Police and Oversight and Community Safety (POCS)

#### **Leave**

Labour tabled the matter regarding leave in the Department. Members are aggrieved owing to the management of unplanned leave. When an employee is already scheduled for a shift and subsequently

applies for unplanned leave (such as emergency or short-notice unplanned leave), the leave is deducted based on the number of workdays the employee was scheduled to work. In other words, the annual leave is counted according to the employee's assigned shifts, not calendar days. They do not forfeit the off-duty periods (conversely referred to as off days) that results from the design of the shift roster. An audit was done for POCS, but the findings were not made known to members. The employer made a commitment to engage the relevant officials to provide clarification pertaining to the issue of the audit report and provide feedback in due course.

### **Overtime**

Overtime in the Public Service is governed by PSCBC Resolution 1/2007 and the policy on overtime remuneration for Western Cape Government. Currently, members are receiving eight hours overtime each month, even though they exceed working eight hours. The overtime being captured is not a true reflection of the overtime hours worked. An audit was done for POCS, but the findings were not made known to members. The employer made a commitment to engage the relevant officials to provide clarification pertaining to the issue of the audit report and provide feedback in due course.

### **Department of Cultural Affairs and Sport (DCAS): Termination of contracts**

The Department, on more than one occasion, extended contracts of staff who have been on contract. During January 2025 employees became aware that their contracts would be terminated during the year. The employer indicated that the specific posts were funded externally and the DCAS thus cannot commit to further funding. If the external funding ends, posts of which the contract date ends during 2025 will be advertised and affected members can apply.

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GENERAL MANAGER