



FOR PSA MEMBERS: **GOVERNMENT PRINTING WORKS (GPW)**

21-07-2025

Feedback: GPW Departmental Bargaining Chamber (DBC) - 18 July 2025

Determination of vote weights

The Annual General Meeting was held on 27 June 2025, where the following vote weights were presented:

Trade Union	Membership	Vote weight
PSA	574	82.35%
Nehawu	121	17.36%
Popcru	2	0.29%

OHS compliance and monitoring

The employer reported that the OHS committee was established. The first meeting was held on 31 March 2025. There was only one fire drill exercise in the first quarter. There was no injury on duty reported. The employer further reported that the procurement of personal protective equipment (PPE) was at its last stage and the equipment will be issued by 31 July 2025. The remaining employees at Bosman building who are working in manufacturing and engineering will be relocated as procurement of the service provider is finalised. The procurement process was still underway. Renovations at ABSA building are underway and the task team will conduct a site visit to monitor progress before employees can move in. The PSA noted the report and urged the employer to fast track the procurement of outstanding PPE and the relocation of employees who are still working at Bosman building. Parties agreed to convene a bilateral meeting on 25 July 2025 to deliberate further on outstanding matters and find amicable solutions.

Job evaluation: Proofreaders

The employer reported that the job evaluation process had not started. The Department was still in the process of appointing a JE panel and they will be subjected to a training session at the National School of Government (NSG). The employer further reported that all the positions will be job evaluated, including Proofreaders positions. The PSA noted the report and urged the employer to fast track the appointment of the JE panel and the training so that the actual JE process could start. The employer committed to providing feedback at the next DBC meeting.

Salary upgrades: Proofreaders

It was previously reported that Proofreaders were converted from Artisan to non-Artisan positions after a benchmarking exercise was conducted. Most Proofreaders qualified to be grade progressed to the next salary level at the time of the conversion process. The PSA demanded that the salary level of Proofreaders be upgraded accordingly. Proofreaders continued to be worse off financially. A task team was established and recommended that the salaries of Proofreaders be adjusted accordingly. A submission was routed but no feedback was provided. The PSA urged the employer to fast track the approval of the submission. The employer committed to engaging its principals to fast track the process and provide feedback at the bilateral meeting scheduled for 30 July 2025.

Job evaluation: Quality Control post

The employer reported that a list of Quality Control posts was shared with the PSA for perusal and comments. The employer further reported that the Quality Control post will be subjected to job evaluation processes together with all other posts in the Department as soon as the appointment of the panel and training are completed. The PSA noted the report and urged the employer to fast track the entire job evaluation process.

Relocation to new premises

It was previously reported that the employees from Bosman building will be accommodated temporarily at the Visagie office and later be relocated to the permanent office premises at ABSA building. The employer reported that the ABSA building was 90% ready to accommodate employees, and the renovation project will be concluded in due course. It anticipates moving employees by 31 July 2025. The employer further reported that the procurement process for manufacturing and engineering employees to occupy the Commercial building will be concluded in due course. The PSA noted the report and urged the employer to convene the relocation task team to deliberate further on outstanding issues. Parties agreed to meet on 25 July 2025.

Appointment of casual workers into permanent posts

It was previously reported that the PSA demanded that the employer must refrain from appointing casual workers and create permanent positions. The PSA maintained that the appointment of casual workers amounted to exploitation. The PSA advocated for the creation of decent, permanent jobs. The employer indicated that it was still consulting with its principals and will provide feedback at the next DBC meeting.

Introduction: Shift systems in manufacturing and engineering divisions

The employer introduced the matter and made a presentation about the envisaged shift system in the manufacturing and engineering division. The employer reported that it was mandated by Parliament to introduce a new shift system to meet the high demands of printing smart cards, passports, and examination papers. Competition in the printing environment is high. There is high demand for printing enabling documents for government in the next three years. Currently, printing machines operate only during normal shifts and produce low numbers of products. The new shift system aims to improve efficiency and service delivery. The employer will implement a day and night shift route from 07:00 to 07:00 the next day from Monday to Thursday and Friday will be a normal shift. In cases where overtime is worked, especially on weekends and holidays, it will be processed in terms of the *Basic Conditions of Employment Act, 1997*. The employer proposed a 15% personal allowance, which is the additional payment to the prescribed shift allowance. Employees will also qualify for rest days between shifts. The new system will be launched in the coming six months.

The PSA noted the presentation and supported the initiative in principle. The PSA requested that the matter be subjected to a task team to deliberate the details of the shift system further so that an amicable solution could be reached. Parties' endeavour to sign a collective agreement at the end of the consultation process. The PSA will hold consultation meetings with affected members for input and concerns before any agreement is signed.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER