



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - NORTH WEST**

01-12-2025

Feedback: North West PSCBC Chamber meeting – 28 November 2025

The following agenda items were discussed:

Provincial PMDS Report

The employer presented a performance management development system distribution curve for the 2024/25-performance cycle. The employer indicated that most Departments completed the moderation process and employees received pay progression. The employer also highlighted that two Departments, *i.e.*, Health and Education, are still busy with the moderating process. Organised labour agreed to afford the employer an opportunity to monitor the process and report the outcome in the next meeting scheduled to take place on 20 March 2026.

Report on PSCBC Resolution 1/2007: Agreement on improvement in salaries and other conditions of service

The employer made a presentation on the state of compliance on vacancy rate in Provincial Departments as of 31 October 2025. The employer indicated that it made recommendations to Departments to advertise and fill all vacant and funded posts to eliminate higher costs of acting allowance and overtime. The employer further outlined that Departments should resuscitate all posts deemed to be critical that lost funding. The employer also stated that it advised Departments to accelerate the injection of youth into the establishment by means of internships, learnerships, and graduate programmes and retain such skills after the completion of those programmes. Organised labour noted the presentation and requested the employer to report on progress in the next meeting scheduled to take place on 20 March 2026.

Implementation: Clause 4.5 of PSCBC Resolution 7/2015 (Framework agreement for establishment of Government Employees Housing Scheme)

A task team of six members has been formed, consisting of three members from the employer and three members from organised labour. The purpose of the task team is to monitor the implementation of clause 4.5 of the Resolution by Departments and report progress to the Chamber.

North West Provincial Government Social Media policy

The employer presented a policy and parties agreed to hold a special meeting on 18 December 2025 to engage on the policy.

Reuben Maleka

GENERAL MANAGER