



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

11-09-2025

Feedback: North West PSCBC Chamber meeting - 9 September 2025

The following agenda items were discussed:

Provincial PMDS report

The employer presented a performance management development system distribution curve for the 2025/26-performance cycle. The employer indicated that so far only two departments have completed their moderation process and other departments are moderating. The employer requested that it be afforded an opportunity to monitor the process considering that all departments are expected to complete and implement the pay progression on 31 December 2025. Organised labour agreed to afford the employer an opportunity to monitor the process and report the outcome thereof in the next meeting scheduled to take place on 28 November 2025.

Report: 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 August 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 the process of monitoring departments on the state of compliance revealed that the reason why departments are not complying when filling vacancies is because of the delay caused by delegated authorities to approve recruitment and appointment submissions. The employer proposed that it be afforded an opportunity to continue engaging the directorate that deals with delegations in the Premier's Office in order for the directorate to review delegations. Organised labour agreed with the employer and requested the employer to report on progress in the next meeting scheduled to take place on 28 November 2025.

Draft Social Media Policy

The employer presented a social media policy draft and requested organised labour to input on a policy. The employer and organised labour agreed to engage on a policy in the next Chamber meeting scheduled for 28 November 2025.

Reuben Maleka
GENERAL MANAGER