



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)
KWAZULU-NATAL (KZN)**

20-11-2025

Feedback: CCPKZNP (Coordinating Chamber for PSCBC KwaZulu-Natal) - 18 November 2025

The KZN PSCBC Chamber meeting was convened on 18 November 2025, to discuss the following issues:

Review of Provincial Policy Framework: Recruitment and Selection

The employer facilitated a presentation on the draft review of Provincial Policy Framework on Recruitment and Selection. The purpose of this policy framework is to provide provincial departments with standard criteria for consistent recruitment and selection processes and to provide a legislative framework for departments to promote compliance. The PSA noted the draft policy and committed to seeking input from the Union's members and submitting these for further engagements. Parties agreed that the inputs should be submitted not later than 12 December 2025. PSA members are therefore requested to peruse the *attached* draft Review Provincial Policy Framework on Recruitment and Selection and provide inputs by email to Nandi.Dladla@psa.co.za by no later than **28 November 2025**.

Incentivised Early Retirement Program (ERP) Without Penalisation: *DPSA Circular 38 of 2025*

The PSA requested the progress report on the implementation of the ERP without penalties from the employer as members do not have any more information on the ERP Program, except the circulars issued by the Department of Public Service and Administration (DPSA). The PSA indicated that *DPSA Circular 38 of 2025*, states that: "The application process and National Treasury funding support for the financial year 2025/2026 will be open for applications as of 15 October 2025 and the closing date is 30 November 2025". In response, the employer reported that KZN Provincial Treasury also stated in its circular, dated 23 October 2025, that application for the 2026/27-financial year will open on 1 April 2026 and close on 30 September 2026 and that applications will only be accepted during this period. The PSA would like to urge members to exercise caution when considering ERP that may have long-term financial implications to avoid unnecessary financial strain.

Employees would like to join the PSA, can reach Zweli Msane on 082 880 8944 / Zweli.Msane@psa.co.za or Zinhle Manyoni on 063 400 1036 / Zinhle.Manyoni@psa.co.za.

Reuben Maleka
GENERAL MANAGER