



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)
CHAMBER - MPUMALANGA**

11-08-2025

Update: PSCBC Mpumalanga Chamber - 7 August 2025

The PSA in Mpumalanga engaged the employer in the Provincial Chamber meeting of the PSCBC on 7 August 2025. The PSA made it clear that delays, vague commitments, and bureaucratic stalling will not be tolerated. Public servants deserve decisive action, not endless review processes. The PSA demanded clear timelines, proper consultation, and the fast-tracking of commitments on bursary decentralisation, the filling of posts, departmental restructuring, and the provision of reliable energy to public institutions. The PSA will hold the employer accountable and will escalate matters where progress is deliberately stalled. Members' conditions of service, job security, and workplace safety are not negotiable. The following matters were discussed:

Declaration of Mpumalanga Provincial Labour Summit (17–18 November 2022)

This matter has been deferred to the Special Chamber sitting on 18 September 2025.

Review of provincial bursary policy and decentralisation of bursary functions

The review process is complete. The Office of the Premier has agreed to transfer bursary and internship functions from the Department of Education to individual departments. A progress report will be tabled at the next Special Chamber sitting.

Establishment of District Offices and danger allowance for Community Development Workers

Organised labour has resolved that these matters are political in nature and will be addressed through bilateral engagements with the executive heads of affected departments.

Status: Departmental organograms

The Office of the Premier is aligning its structure with the DPSA's generic functional model for provincial offices. The following updates were provided:

- Office of the Premier approved 25 August 2024. Task Team appointed for review.
- COGHSTA Start-up structure approved 14 February 2025. Review supported by EXCO, consulting Provincial Treasury.
- Community Safety, Security and Liaison - Awaiting MEC consultation letter to the Premier.

- Culture, Sport and Recreation – Awaiting MEC consultation letter to the Premier.
- Provincial Treasury – Awaiting Premier's decision for MPSA consultation.
- Agriculture, Rural Development, Land and Environmental Affairs - Approved September 2023. Department to confirm alignment with 7th administration priorities.
- Social Development - Awaiting MEC consultation letter to the Premier.
- Economic Development and Tourism - Awaiting MEC consultation letter to the Premier.
- Public Works, Roads, and Transport - Awaiting MEC consultation letter to the Premier.
- Health draft macro structure developed - Awaiting MEC consultation letter to the Premier.
- Education – Reviewing structure internally. Awaiting MEC consultation letter to the Premier.

Filling of funded vacant posts

The employer submitted progress reports for all departments. The PSA will analyse and respond where there are delays in filling posts, particularly in frontline service delivery.

Load shedding mitigation and alternative energy projects

The employer presented plans for renewable energy integration at the Riverside Government Complex and critical facilities. The solar panel installation funding request to Provincial Treasury was not approved but may be reconsidered during the budget adjustment period. The PSA insisted that energy security for hospitals and government offices is a service-delivery imperative, not a negotiable luxury.

Electronic submission system rollout

The employer confirmed no jobs will be lost during the transition to E-Systems. The e-leave system is operational, with expansion to travel claims and other submissions. Full implementation across departments is set for 1 April 2026. The PSA will monitor to ensure job security and proper training for affected employees.

Merger of Human Settlements and CoGTA

The Premier confirmed the merger in July 2024 to address infrastructure planning inefficiencies. The proclamation was published in *Gazette No 51556* on 15 November 2024. Detailed processes and timelines have been presented. The PSA will scrutinise the merger to ensure it does not result in job losses or service-delivery disruptions. The PSA will not accept excuses for inaction. Where the employer fails, the Union will act. Members will be informed of developments.

The PSA calls on all public-service employees who are not members yet to join immediately. Membership strengthens professional protection, enhances workplace rights, and builds the collective power needed to hold employers accountable. Do not wait, join the PSA today!

To join the PSA, contact the PSA Provincial Organisers: Thandowe Mziyako on 060 962 8512 / Sylvia Watkins on 082 880 8941.

Reuben Maleka
GENERAL MANAGER