



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - NORTHERN CAPE**

30-10-2025

Feedback: Provincial Administration Coordinating Chamber (CCPNCP)

The PSA participated in the CCPNCP Chamber meeting on 24 October 2025. A total of 11 agenda items were tabled, including two new matters of strategic importance to labour. This *Informus* provides members with a structured update on deliberations, outcomes, and the PSA's interventions. Members are encouraged to route transversal matters of concern through their respective Branches for escalation to Chamber level.

Filling of vacant, funded posts

The employer submitted a report outlining the status of filled and vacant funded posts. Labour, led by the PSA, questioned the validity and integrity of the data, highlighting that no corrections had been made since the April 2025 report. The PSA noted serious inaccuracies, particularly at the Department of Agriculture, Environmental Affairs and Rural Development, where the PMOG process remains incomplete. Labour unanimously rejected the report. The employer undertook to submit a corrected and verified version by 14 November 2025. The PSA will monitor compliance and demand accountability where discrepancies persist.

Workshopping: PSCBC Resolutions

The employer reported limited progress, having commenced with PSCBC Resolution 14/2002 only. Labour demanded a comprehensive roll-out plan that includes:

- Resolution 3/2009 on grade progression for employees not covered by OSD, including EMPDS.
- Resolution 1/2003 on the Disciplinary Code and Procedure, aligned with the DPSA directive on discipline management.
- The new directive issued by the acting HOD for Health.
- The revised directive on early retirement.
- Workshop dates will be circulated shortly.

The PSA calls upon all shop stewards and members to attend and engage meaningfully to enhance workplace application of these Resolutions.

Occupational health and safety (OHS) compliance

The employer's assertion of full compliance with the *OHS Act* was rejected as misleading and unrepresentative of the reality. The PSA emphasised that OHS Committees may exist at provincial level, but there is a lack of functional structures and appointed representatives in many districts. Labour cited numerous cases of dilapidated government buildings, unsafe working conditions, and overcrowding. The employer acknowledged shortcomings and committed to involving organised labour in the OHS Coordination Committee. A draft policy on remote work will also be circulated for consultation. The PSA will continue to advocate for a safe and compliant working environment across all departments.

Organisational development (OD) compliance and structures

The PSA noted the employer's report on compliance with the 2016 OD Directive but raised the following key deficiencies: Several departments have not submitted approved implementation plans. Some departments continue consulting at local shop-steward level, bypassing provincial union offices, contrary to established protocol. Labour warned that this practice undermines structured engagement and must cease immediately. The PSA will escalate non-compliance through formal dispute channels if departments persist in ignoring the Directive.

Roll-out of provincial organisational structures

The employer presented its rollout plan, admitting that progress remains slow. Challenges identified include limited capacity, minimal recruitment, and an outdated OD curriculum that was only recently revised. The PSA emphasised the need for capacity-building, training, and recruitment to strengthen provincial OD implementation. The employer confirmed that job-evaluation training was completed province-wide and that additional capacity is being introduced to stabilise the system.

Security function: DTSL

The employer confirmed that outstanding overtime payments for all security officials will be finalised by 28 October 2025. Departments were instructed to absorb security personnel as the DTSL cannot accommodate all officials. A task team will be established to manage the absorption and appointment process across departments. Labour endorsed the formation of this task team, with the inaugural meeting scheduled for 30 October 2025 to finalise terms of reference. The PSA will participate actively to safeguard members' employment rights.

Rationalisation of entities and remodeling: Department of Roads and Public Works

Parties agreed to defer deliberations on this matter to a special Chamber meeting on 14 November 2025. The PSA will use this platform to demand clarity on rationalisation of timelines and implications for job security.

Implementation: PSCBC Resolution 2/2025

Parties resolved to provisionally withdraw this agenda item pending the completion of the Task Team report. The PSA will ensure that the report addresses all outstanding implementation gaps before reintroduction at Chamber level.

Implementation: PSCBC Resolution 7/2015 (Housing Allowance)

The Chamber secretariat reported that a Working Committee has been established at Council level to investigate why certain employees are excluded from receiving the housing allowance. Labour was urged

to assist affected members by verifying eligibility and providing data to the Committee. The PSA will continue monitoring progress and push for fair and uniform implementation of the allowance.

Arbitration of unfair discrimination cases (PSA proposal)

The PSA advanced a proposal to allow arbitration of unfair discrimination cases in the CCMA framework to expedite dispute resolution and promote labour peace. The PSA emphasised that arbitration is quicker, cost-effective, and consistent with the expedition principle of the *Labour Relations Act*. The employer declined, arguing that the matter falls under national legislative competence and is managed adequately by the Labour Court. The PSA noted this as an unfortunate stance, as it perpetuates delays and restricts access to justice. The matter was removed from the agenda but will be revisited through national platforms.

Uniform and protective clothing policy (Hospersa)

Hospersa raised the continued failure by the employer to issue uniforms to Cleaners, Groundsmen, and Support Staff. The employer stated that PSCBC Resolution 2/2025 already addresses the issue, and duplication at Chamber level is unnecessary. The PSA will monitor implementation and ensure that all affected categories receive appropriate protective clothing, as mandated.

The PSA reaffirms the Union's commitment to defend members' rights, promote safe working environments, and ensure full compliance with collective agreements. Members are urged to remain united, report workplace violations, and participate actively in PSA programs and workshops. The next Chamber sitting is scheduled for 14 November 2025, and updates will follow thereafter.

Reuben Maleka
GENERAL MANAGER