



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

08-10-2025

Coordinating Chamber of PSCBC Western Cape Province (CCPWCP)

Probationary employees

As per agreement, the employer provided a bi-annual report of employees on probation in all Western Cape Government Departments. The number of employees on probation is substantially less than the previous report, which is positive for members. Individual members who are experiencing a challenge with their probation are welcome to send their names to aileen.mosetic@psa.co.za and the PSA will engage the Department on your behalf.

Personnel plan

The personnel plan was finalised and will now be implemented.

Restructuring of Department of Infrastructure; Branch Finance: Directorate Logistics and Asset Management as well as Directorate Acquisition and Contract Management

Both matters were duly consulted in the Consultative Forum and are thus finalised.

Discrepancy in entry levels of General Workers in Western Cape Government

The employer reverted back to the PSA's agenda point, stating that it could not find any discrepancies between the various WCG departments. Members who are affected by the discrepancy and those who brought it to the PSA's attention are invited to provide details of their own salary level, as well as of those who are on a higher salary level to aileen.mosetic@psa.co.za. The employer has requested names of those affected so that it can investigate further. Kindly provide names of affected General Workers by **14 October 2025**.

Department of Infrastructure: Capacity challenges

The PSA's agenda item was addressed, and the employer has engaged Organisational Development that is now in the process of reviewing the Directorates named by the PSA. Since this is an involved process, time is required for the review to take place. The matter remains on the agenda for reporting purposes.

Policies

The following policies have been presented to labour for inputs:

- WCG Workplace Wellness Policy
- WCG Special Leave Policy
- WCG Working Arrangements Policy

The draft policies are *attached* and members are requested to provide inputs to aileen.mosetic@psa.co.za or anita.allies@psaftob.co.za (for GPSSBC) or Jacques.Botha@psaftss.co.za (for PHSDSBC) **by 14 October 2025**.

Reuben Maleka
GENERAL MANAGER