



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

20-06-2025

## Coordinating Chamber of PSCBC Western Cape Province (CCPWCP)

A CCPWCP meeting was held on 12 June 2025, during which the following items were discussed.

### **Safety of staff: All Provincial Government Departments**

At a special meeting with the Director-General earlier in June 2025, a presentation was done by the employer on safety issues and how these were being addressed in the various Western Cape Government Departments. The Director-General expressed the desire to have all recognised unions participate in addressing safety issues of members and employees. The proposal was that a task team be established that will include role players of the employer and one official from each recognised trade union. The matter will be further deliberated in the Consultative Forum of the CCPWCP

### **Conversions: Probationary employees**

Data regarding employees whose probationary periods should have lapsed and been permanently appointed from all Western Cape Government Departments was provided to labour. Since there are too many individuals to deliberate on in the Chamber, labour requested specific contact persons in the various Departments to whom enquiries could be sent by labour representatives. The employer agreed and contact persons' details will be provided to labour.

### **Review of personnel plan**

The employer has developed a draft personnel plan to be consulted with Labour. The need for amendments to the current personnel plan was identified owing to PSCBC Resolution 1/2019 relating to the reconfiguration of government departments being implemented and the intention is to align the new plan with the Resolution.

### **Amendment to organisation establishment of Department of Infrastructure: Branch Finance: Directorate Logistics and Asset Management**

A presentation was done by the employer, indicating envisaged changes to the establishment. The matter was deferred to the Consultative Forum of the CCPWCP for further deliberations.

### **Artificial Intelligence (AI)**

The matter was tabled at the request of members who are required to utilise AI in the workplace. The question raised with the employer was if there is any WCG Policy regarding AI in place and, if not, if there are plans in place to develop one. The said policy should provide guidelines on the usage and should be user-friendly for employees. Training in the usage of such programs should be provided. The employer agreed to look into the matter and revert back to labour at the next Chamber meeting.

### **Discrepancy in entry levels: General Workers**

It has come to the attention of labour that there may be a discrepancy between entry levels of General Workers across Western Cape Government Departments. Labour requested the employer to do an investigation to determine whether all WCG departments are appointing General Workers on the correct level, as per DPSA direction. The employer agreed to look into the matter and revert back to labour at the next Chamber meeting.

Reuben Maleka  
GENERAL MANAGER