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

16-11-2026

Feedback: Coordinating Chamber for PSCBC in Eastern Cape Province (CCPECP)

The Coordinating Chamber for the PSCBC in the Eastern Cape Province (CCPECP) met on 13 November 2026. The following matters were discussed:

Report on early retirement package and recruitment plan to fill vacant positions

Labour requested a comprehensive report on the early retirement programme and plans to fill resultant vacancies. Concern was raised that many employees are exiting through the programme whilst critical posts remain vacant, creating an impression of indirect retrenchments in terms of section 189 of the *Labour Relations Act*. Labour requested details on the number of applications submitted, approved, and declined, reasons for rejections, staffing levels, vacant posts, and positions earmarked for youth employment. The employer assured labour that no section-189 process is envisaged and undertook to provide a detailed report at the next meeting.

Unauthorised deductions for subscription in line with S13 of *LRA*

Labour reported widespread complaints from members regarding unauthorised union subscription deductions. A thorough investigation and corrective action against those responsible were requested. The employer noted the concerns and committed to investigating the matter and tabling a report at the next meeting.

Provincial Human Status Report

The employer presented the Quarter 2 Report and advised that the Quarter 3 Report was being processed for approval. Labour expressed concern about the late submission of reports, which limits meaningful engagement. To address this, it was proposed that Chamber meetings be scheduled after the end of a quarter to allow for the tabling of updated reports. Labour supported the proposal and further called for improved compliance by departments that fail to submit reports. An invitation to the Chamber General Secretary and Director-General was also requested for the next meeting to assist in enforcing compliance.

Occupational Health and Safety Report

The Report was presented briefly, however, labour could not engage meaningfully as it had not been circulated beforehand. The employer undertook to share the report before the next meeting.

Implementation: Clause 4.5 of PSCBC Resolution 7/2015 - Framework agreement for establishment of Government Employee Housing Scheme (GEHS)

The employer reported that the consolidated report on the implementation of Clause 4.5 of PSCBC Resolution 7/2015 was not yet finalised but would be submitted before the next Chamber meeting.

Non-compliance with policy development processes in Eastern Cape

Labour reported that non-compliance with policy development processes was prevalent, particularly in departments falling under the GPSSBC sector, although the problem extended across the Provincial Administration. The employer requested a written report, which labour agreed to submit before the next meeting.

Members are encouraged to submit matters of mutual interest for consideration at the next Chamber meeting scheduled for **27 February 2027**. Submissions must be sent to Sandisiwe.xuza@psa.co.za or Sinothando.nkqetho@psa.co.za **by 15 January 2027**.

Reuben Maleka
GENERAL SECRETARY