



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - FREE STATE**

11-09-2026

Update: Matters discussed at Coordinating Chamber of Free State Province (CCPFSP) meeting

Government Employees Housing Scheme (GEHS)

The PSA raised concerns regarding the slow implementation of GEHS in certain provincial departments. Particular concern was raised regarding departments that have not yet provided the necessary information or responses required to facilitate the implementation of the Scheme. The employer undertook to provide a comprehensive report on outstanding departments at the next Chamber meeting. The PSA will continue to monitor the implementation of the GEHS and advocate for the interests of qualifying employees.

Housing Allowance: Department of Education

A request was made to place *HR Circular No 8 of 2026*, relating to the GEHS and the resubmission of lease agreements on the Chamber agenda. Labour supported the inclusion of the matter, whilst the employer did not support the request. As consensus could not be reached, the matter was deferred to the Chamber Management Committee. Mediation support will also be sourced from the Public Service Coordinating Bargaining Council. The PSA will continue to monitor this matter and provide members with updates.

Non-filling of vacant posts

The PSA raised concerns regarding continued delays in filling vacant posts in provincial departments. The employer reported that interviews and recommendations for appointments had been completed in some departments. However, implementation of these appointments remains dependent on processes in the Office of the Premier. The PSA requested clear timelines regarding the filling of outstanding vacancies. The employer committed to providing a written progress report at the next Chamber meeting. The PSA is committed to ensuring that critical vacancies are filled, as vacancies place additional pressure on existing employees and may negatively affect service delivery.

Strengthening of collective bargaining and Chamber processes

Several measures were adopted to strengthen the functioning of the Chamber and improve collective bargaining processes.

These include:

- PSCBC feedback is becoming a standing agenda item;
- Training in collective bargaining and dispute management for Chamber and sector chamber delegates;
- Development of a Chamber Performance Monitoring Tool;
- Establishment of a task team to monitor the implementation of collective agreements;
- Improved and centralised information sharing and communication with constituencies; and
- Strengthened engagement between the Chamber Management Committee and sector chambers.

The PSA supports these measures, as these are aimed at strengthening oversight, accountability, and effective representation of employees' interests.

Secretariat services

The Chamber was informed that the PSCBC will assume responsibility for providing secretariat services going forward. Members expressed appreciation to the outgoing acting Secretary for the contribution and support provided to the Chamber over the years.

PSA commitment to members

The PSA is committed to protecting and advancing the rights and interests of members in the Free State Provincial Administration. The PSA will continue to engage with the employer through the appropriate collective bargaining structures and will monitor progress on all outstanding matters. Members are assured that the PSA will communicate further developments arising from future Chamber engagements. The next CCPFSP meeting is scheduled for 23 September 2026.

Reuben Maleka

GENERAL SECRETARY