



FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) - EASTERN CAPE**

16-07-2026

Feedback: Eastern Cape GPSSBC Chamber meeting - 10 July 2026

The EC GPSSBC Chamber held its second meeting this year where the following agenda items were discussed:

Recognition of improved qualifications: GPSSBC Resolution 5/2014

The employer reported that most departments have received concurrence, except three, *i.e.*, Cooperative Governance and Traditional Affairs (COGTA), the Department of Public Works (DPWI), and the Office of the Premier (OTP), which have been advised on what amendments to effect for approval and to receive concurrence letters. The employer further indicated that the process will be fast tracked to give feedback to the Secretariat before the next Chamber meeting.

Abuse of internship by state departments

The abuse of interns in the state departments was raised by labour during the last Chamber meeting. The employer reported that the Integrated Youth Directorate was working tirelessly to convene a workshop for the Chamber to engage on this thorny issue. The employer reported that proposed dates for the workshop will be shared with labour and feedback is to be given to the Secretariat. The employer undertook to indicate the date within the next two weeks.

Standardisation of shift system for Housekeepers and Hostel Supervisors in boarding and special schools (including security in especially rural areas)

These agenda items were tabled by the PSA during the last Chamber meeting on 26 March 2026 and the Chamber resolved that the Department must hold a multilateral meeting as soon as possible and engage on these items to provide a recommendation at the next Chamber meeting. Subsequent to this, the meeting was held on 8 July 2026. Challenges were identified such as failures to implement norms and standards to address inconsistencies in working hours and frequently changing shift systems. In respect of safety and security, the Department acknowledged these challenges and requested a holistic approach where all stakeholders will be invited as this affects everybody, including communities. The resolution was that within the next two weeks the Department will invite all stakeholders to get all constructive contributions that will be preserved and monitored by all, including communities. Parties further resolved

to recapacitate the Labour Management Forum to address all concerns of affected members. The Chamber will be updated on progress at the next Chamber meeting.

Department of Agriculture organogram

The Department presented the settlement agreement reached between both unions recognised and the employer. It further indicated that dates will be set aside for training and capacitation of task-team members before commencement of the process. The Chamber appreciated and adopted the agreement in case of any dispute that may arise.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every Chamber meeting. Members are urged to submit any work-related challenge that may be escalated as an agenda item in the Chamber.

Reuben Maleka
GENERAL MANAGER