



InformUS



FOR PSA MEMBERS: **EASTERN CAPE GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL**

31-03-2026

Feedback: GPSSBC EC Chamber meeting - 20 March 2026

The following items were discussed:

GPSSBC Resolution 5/2024: Recognition of Improved Qualifications

The employer reported that progress has been made. At present four departments are non-compliant. Two departments, Public Works and Health, are currently receiving support from DPSA and OTP to ensure compliance. COGTA and OTP are in the process of submission to receive concurrence from DPSA.

Outsourcing of the Security function by DOA (DRDAR)

The department had outsourced the unit leaving permanently employed security personnel redundant. There have been engagements with organised labour relating to their placement. Organised labour is satisfied with the progress except for the concern that PSA has in relation to time frames regarding the implementation that need to be confirmed. Amongst the many considerations of placements discussed, is transfers to employees' local towns, furthering studies which is going to be done through Tsolo Agriculture College for qualifying security, absorption of Community Health Care Workers and training as tractor drivers. The agenda item is removed from the chamber.

Department of Agriculture (DOA) Organogram Chaos

Following the last deliberations on this issue, DOA has proposed that a settlement agreement be entered into where organised labour is put in their proposals and concerns with regards to the migration plan and desired possible solutions. One of the admitted unions is comfortable with signing the settlement and is happy with the progress made on negotiations. PSA on the other hands rejects the report and refuses to be part of the settlement agreement ("gentlemen's agreement") as it will not be binding on parties. PSA proposes a collective agreement through the Chamber. The employer representative proposed that through the Office of the Premier, a facilitation process between the DOA and organised labour be convened. Proposed dates for the engagements are 22 – 23 April 2026. This item remains on the agenda.

Abuse of Internship by State Departments

The employer is asking for indulgence regarding this item as there is a directorate that deals with integrated youth, which would like to have a session with organised labour at the Chamber towards all their skills development programmes including job creation in the province. Organised labour is amenable to that; the employer promises to communicate by 26 March 2026.

The PSA submitted two new agenda items that were discussed:

Standardization of shifts: Housekeepers and Hostel Supervisor in Boarding and Special School

The employer noted the new agenda item and requested that the item be forwarded to the Mr. Nguni, the negotiator from the Department of Education for further engagement.

Security at schools with Specific Focus on Rural Areas

The employer employed the same strategy as the previous item, the matter is to be forwarded to Mr. Mnguni for further engagement.

The next chamber meeting will be on the **26 June 2026**

Reuben Maleka
GENERAL MANAGER