



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

07-07-2026

Feedback: Mpumalanga GPSSBC Chamber Meeting – 03 July 2026

Determination of Vote Weights: GPSSBC Chambers 2026/2027

The vote weights for admitted trade unions in the GPSSBC Provincial Bargaining Chamber for Mpumalanga were confirmed as follows:

Trade Union	Membership	Vote Weights
PSA	3 487	26,35%
NPSWU	11	
HOSPERSA	31	
SADTU	5	
Total	3 529	
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NEHAWU	8 740	65,26%
Total	8 740	
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POPCRU	1 115	8,39%
PAWUSA	9	
Total	1 124	
GRAND TOTAL	13 195	100.00%

Members are advised that these vote weights will apply for the 2026/2027 chamber period and will determine the voting strength of unions during chamber decision-making processes.

Improved qualifications

The employer reported that progress reports from all departments regarding the implementation of improved qualifications have been submitted, approved and concurrence letters have been issued.

The only outstanding matter relates to the Department of Public Works, Roads and Transport, which is still awaiting confirmation from the Department of Public Service and Administration (DPSA).

Payment of hostel allowances: Boarding Schools

The employer provided the following update:

- During the GPSSBC meeting held on 27 March 2026, it was agreed that, pending the finalisation and signing of the hostel allowance policy, support staff performing hostel duties would continue to receive hostel allowances through confirmation letters issued by School Principals, as was done during the 2022–2024 academic years.
- Circular No. 17 was subsequently issued directing School Principals to issue the required confirmation letters.
- Delays were experienced due to the late submission of documents by some schools.
- The submission process from all four districts has now been completed.
- Head Office has finalised the verification and calculations required for payment.
- A consolidated memorandum requesting payment of the hostel allowances will be submitted through the relevant approval processes.

The employer initially indicated that payments could be made "at any time." Organised labour objected and requested a specific timeframe. The employer subsequently committed that all outstanding hostel allowance payments will be made before the end of July 2026.

Filling of vacant posts: Department of Education

The employer presented a report on the filling of vacant posts across the four districts. Largest number of posts, with a variety of roles including Admin Clerk, General Worker, Cleaner, Laundry Aid, Food Service Aid, General Foreman, Child Care Assistant, Housekeeping Supervisor and Groundsman.

District	Advertised	Withdrawn	Filled
1. Bohlabela	47	2	45
2. Ehlanzeni	36	1	35
3. Nkangala	102	4	98
4. Gert Sibande	77	5	72
Overall progress	262	12	250

The report indicates that most advertised posts have been successfully filled, with only a small number withdrawn across the districts.

Hostel policy: Department of Education

The employer confirmed that there is currently no approved Hostel Policy in place. In the interim, the Department continues to utilise a directive as a mechanism to facilitate hostel allowance payments.

Organised Labour requested that:

- Regular updates are provided regarding the development of the policy.
- Labour be invited to participate in the drafting process to ensure meaningful input from employees.

The employer confirmed that:

- The policy is currently being developed.

- Organised labour will be invited to participate and provide inputs.
- A draft policy will be circulated to organised labour for comments and recommendations before the end of July 2026.

Next chamber meeting

The next GPSSBC Provincial Chamber meeting is scheduled for 4 September 2026.

Conclusion

Members are encouraged to contact their Union representatives should they wish to provide input or require further clarity on any of the matters discussed. The Union remains committed to protecting members' interests and ensuring that all agreements and commitments made by the employer are implemented within the agreed timeframes.

Join the PSA!!!

Employees interested in joining the PSA may contact: Sylvia Watkins at Sylvia.Watkins@psa.co.za / 082 880 8941 or Thandiwe Mziyako at Thandiwe.Mziyako@psa.co.za / 060 962 8512. Alternatively, contact the PSA Provincial Office in Mpumalanga on (013) 741 7500.

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GENERAL MANAGER