FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) – WESTERN CAPE**

26-11-2026

Update: Western Cape GPSSBC Provincial Chamber meeting

A GPSSBC Provincial Chamber meeting was held on 26 November 2026 during which the following items were discussed:

Performance management implementation: Traffic Management

Labour expressed concerns regarding the implementation of the Performance Management and Development System (PMDS) following the recent moderation process. Members reported widespread dissatisfaction with performance assessment outcomes, particularly where employees received downgraded scores despite inadequate performance management processes being followed. Concern was raised regarding the absence of Performance Improvement Plans (PIPs), inadequate monthly and quarterly monitoring, and poor record-keeping by some supervisors and people managers. Management acknowledged that inconsistencies existed amongst people managers and committed to addressing shortcomings through targeted interventions, additional training, and corrective action where required. The PSA welcomed these commitments but emphasised that performance management must be implemented fairly, consistently, and in accordance with policy to restore confidence amongst employees and prevent future disputes.

Festive season annual leave restrictions: Traffic Management

Concerns were raised regarding a restriction placed on annual leave during the upcoming festive period. Management advised that the restriction was driven by operational requirements and aligned with national directives aimed at maintaining road-safety services during peak periods such as the festive season, Easter holidays, and long weekends. It was indicated that annual leave applications would be restricted from 10 December 2026 until 16 January 2027, subject to limited exceptions. Management confirmed that the restriction applies only to annual leave and that exceptional circumstances would still be considered. It was further indicated that any refusal of leave must be accompanied by reasons and be dealt with in accordance with applicable policies.

Reuben Maleka
GENERAL SECRETARY