FOR PSA MEMBERS: **GOVERNMENT PRINTING WORKS (GPW)**

19-11-2026

Feedback: GPW Departmental Bargaining Chamber (DBC) meeting

OHS compliance

Members will recall that the PSA invoked section 17 of the GPSSBC governance rules regarding the lack of ventilation and malfunctioning air-conditioning systems at head office and Visagie building. Employees were exposed to extreme heat, which made working conditions unbearable. The employer reported that the air-conditioning system at head office was repaired and that it had advertised a tender to repair the systems in Pavilions 1, 2, 3, and 7 at Visagie building. The employer committed to expediting procurement to resolve the matter.

The PSA noted the report and maintained that the facilitation meeting would proceed as scheduled on 2 December 2026 despite these developments. The PSA also demanded that the employer must immediately provide the outstanding items of personal protective equipment (PPE), specifically protective clothing. Parties agreed to meet bilaterally on 27 November 2026 to discuss outstanding issues and agree on solutions.

Job evaluation: Proofreaders

The employer reported that the evaluation of Proofreader posts was underway and that it had forwarded a submission to the Accounting Officer for approval. The employer will provide feedback at the bilateral meeting scheduled for 27 November 2026. The PSA noted the report and urged the employer to expedite the evaluation and fill all vacant Proofreader posts.

Salary upgrade: Proofreaders

As previously reported, the PSA demanded salary upgrades for affected Proofreaders after their posts were converted from artisan to non-artisan posts. The conversion reduced their salaries and left them financially worse off. The PSA demanded that the employer must recalculate affected employees' salaries, using the correct formula. The PSA maintains that the employer used an incorrect formula in its recalculation, leaving employees at a financial disadvantage. The PSA therefore invoked section 17 of the GPSSBC governance rules to require the employer to correct these salaries. Parties committed to resolving the matter before the facilitation meeting.

Absorption: Casual workers

The PSA demanded that the employer must expedite the filling of funded vacancies and give casual workers priority during recruitment and selection, given their experience and institutional knowledge. The PSA also requested a vacancy report and an action plan for discussion at the bilateral meeting on 27 November 2026. The employer agreed to share both documents through the Chamber Administrator before the meeting.

Proposed shift patterns: Manufacturing and Engineering Section

As previously reported, the employer proposed a new shift system to increase output and speed up production in the Manufacturing and Engineering Section. The employer also proposed a 15% night-shift allowance and sought concurrence from the Department of Public Service and Administration (DPSA) for a deviation to allow the proposed rate. The DPSA objected to the proposal and urged the Department to revise the shift patterns.

The PSA urged the employer to share the revised shift patterns and the DPSA's comments in time for affected members to provide input before the bilateral meeting on 27 November 2026.

Overtime exceeding 30% threshold

The employer reported that it intends to introduce measures that would allow overtime in the Manufacturing and Engineering Section to exceed the 30% threshold. It committed to sharing a draft proposal with organised labour for discussion before consulting the DPSA.The PSA noted the proposal and urged the employer to circulate the draft in time for members to provide input before consultation with the DPSA begins. Parties will discuss the matter further at the bilateral meeting on 27 November 2026.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Offices.

Reuben Maleka
GENERAL SECRETARY