



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

28-01-2026

Feedback: GPW Special Departmental Bargaining Chamber (DBC) - 27 January 2026

Job evaluation (JE): Proofreaders and Quality Controller posts

A task team meeting was held on 8 December 2025. Parties agreed that the JE process must be put on hold until the JE panels are fully trained on processes of the new system. The training programme will be facilitated by the DPSA on 4 February 2026. The PSA noted the report and urged the employer to fast track the JE process as soon as the training programme is completed.

Salary upgrades: Proofreaders

It was previously reported that the task team recommended a salary upgrade for Proofreaders as their posts were converted to non-artisan posts. They will no longer fall within the occupational-specific dispensation (OSD). The employer reported that the matter was receiving the necessary attention, and the Human Resources and Development section (HRD) will provide a progress report. The PSA welcomed the report and urged the employer to fast track the process and upgrade the salaries of Proofreaders as a matter of urgency.

Appointment of casual workers into permanent posts

Members are aware that the PSA had tabled a demand for the permanent appointment of casual workers stationed at the Examination section. For the past ten years, the Department appointed 120 casual workers to work in the Examination section from February to November of each year without an option to absorb them. The PSA strongly believed that casual workers added value to operations and the mandate of the Department and deserved to be appointed permanently. Securities and cleaners who worked as casual workers were appointed permanently in previous financial years. The employer noted the demand tabled by the PSA and requested that the matter be deferred to a bilateral meeting to discuss the allocated budget and the existing post on the reviewed organisational structure. Parties agreed to convene a bilateral meeting before the end of February 2026 and submit a feedback report at the next DBC meeting.

Establishment of workplace forum

Parties participated in a relationship building workshop from 21 to 23 January 2026. It was agreed amongst other recommendations that a workplace forum must be established to deal with working

conditions challenges and conflicts in the workplace. There is lack of working relations and proper engagements between employees and their supervisors. The forum will serve as a consultation platform at shop-floor level. Parties agreed to draft terms of reference and table these at the next DBC meeting.

Members will be informed of developments.

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

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GENERAL MANAGER