



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - LIMPOPO (CCPLP)**

23-06-2026

Feedback: Limpopo CCPLP meeting

Progress tracking in shortage of staff (filling of vacant posts - Resolution 1/2017, clause 8.2.3)

The employer reported progress in reducing vacancy rates, with approval to fill vacant posts and ongoing advertisements. Labour requested a breakdown of posts filled and contingency plans for unfilled positions. The employer undertook to provide detailed reports at future meetings.

OHS and dilapidated buildings causing health hazard and risk to safety in Limpopo workplaces

Concerns about dilapidated buildings and health hazards in workplaces were raised. The Department was tasked with establishing OHS committees and recognising these to ensure the submission of safety-risk and health-condition reports quarterly. Labour and the employer noted challenges with full participation of task teams and agreed to submit updated lists of members. Tasks team need to provide feedback in the next meeting.

Departments to establish OHS committees

Departments were instructed to establish OHS committees, provide training, and formally recognise these committees. Each department must ensure that OHS committees submit quarterly lists of dilapidated buildings and progress reports on renovation. Departments are also required to report any other safety risks and health-hazard conditions, detailing both the current situation and measures taken to remedy such conditions. All reports and updates must be presented in the Chamber on a regular, quarterly basis.

Implementation: New job evaluation and grading system in public service

Members will recall that the PSA placed the matter on the agenda of the CCPLP for deliberation. Updates on the implementation of a new job evaluation and grading system were provided. Most departments are progressing, though Education faces challenges owing to a lack of trained panel members. The Office of the Premier is intervening by outsourcing panellists from other departments. Training for panel members is ongoing, with departments encouraged to submit priority lists for evaluation. The employer will report on progress at the next meeting. The matter remains on the agenda.

Policy and procedure on bereavement and hospitalisation

Policies on bereavement and health/productivity management remain under discussion. Organised labour requested sector-specific standard operating procedures (SOPs) for educators and insisted that items must stay on the agenda until confirmed as being discussed in the ELRC. The employer agreed to develop SOPs and highlighted recent adoption of transversal policies. The agenda item is to remain until both parties agree that the item is tabled in the ELRC before it can be removed from the agenda.

Uniform shut-down time of electricity outage/loadshedding and water supply cut at workplace of employer

Organised labour raised the issue of inconsistent responses to power and water outages. The employer committed to activating OHS committees in all departments to assess risks and recommend uniform knock-off times when outages occur. The employer also advised that the matter be taken to MANLAB for discussion. The employer will give feedback with organised OHS committee in the next Chamber meeting.

Implementation of clause 4.5 of PSCBC Resolution 7/2015: Framework agreement for establishment of Government Employees Housing Scheme (GEHS)

The office of the Secretariat shared the names of all affected members with organised labour and the employer. The employer indicated that the list consists of many employees. The employer will provide employee details according to the respective departments. Each department will respond regarding employees under its responsibility, after which the responses will be consolidated and reported back to the Chamber. Organised labour acknowledged the report submitted by the employer. The item remains on the agenda for reporting purposes.

The date of the next meeting is 21 August 2026. The PSA encourages members to submit agenda items that address issues affecting members collectively. Members' participation is crucial in ensuring that the PSA can continuously advocate for their interests. Members are invited to submit agenda items to Winnie Oliphant at Winnie.oliphant@psa.co.za or Queen Seema at Queen.Seema@psa.co.za.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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