



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

09-09-2026

Feedback: Mpumalanga GPSSBC Chamber meeting – 4 September 2026

The PSA attended the GPSSBC Chamber meeting held on 4 September 2026. Various matters affecting public-service employees were tabled and discussed between the employer and organised labour. The following key matters were considered:

GPSSBC Resolution 5/2014 (Agreement on Recognition of Improved Qualifications in the Public Service)

The employer presented a progress report on the implementation of improved qualifications across departments.

- **Department of Community Safety, Security, and Liaison (DCSSL)** - The DPSA provided feedback to the Department on 12 August 2026, indicating that its submission was not approved. The Department corrected the identified errors as advised by the DPSA and re-submitted the application.
- **Department of Economic Development and Tourism (DEDET)** – The DPSA convened a virtual meeting with the Department on 5 August 2026 to assist and guide the Department on the required template.
- **Department of Education (DOE)** - The Department's submission is currently pending evaluation by the DPSA.

Organised labour's position

Organised labour raised concerns regarding the implementation of improved qualifications and submitted that employees who have obtained relevant qualifications should be appropriately compensated, as provided for in section 20(3) of the *Employment Equity Act*. Labour further sought clarity on whether the applicable Resolution specifies the type or level of qualification required for employees to qualify for compensation. The employer noted the concerns raised by labour. The proposed amendments will be incorporated into the respective policies and subjected to the appropriate internal governance and approval processes.

Hostel allowance for Boarding Schools: Department of Education

Organised labour welcomed and commended the employer for ensuring that qualifying employees who submitted the required documentation received their payments. The PSA will continue to monitor the implementation of the hostel allowance to ensure that outstanding matters are addressed.

Filling of vacant funded posts: First Quarter progress

The employer presented a report on the recruitment and filling of vacant funded posts for salary levels 1 to 12. The report indicated the following:

Quarter target	1 st Quarter progress/ Progress to date									TOTALS
	DCSR	DARDL	OTP	PT	COGHS	PWRT	DOE	DCSSL	DEDT	
Total number of vacant funded posts at beginning of 1 st quarter	25	242	76	18	49	241	122	87	23	883
Total number of posts advertised – 1 st quarter 2026	0	36	22	0	49	192	35	4	0	338
Total number of posts filled by Department – 1 st quarter 2026	1	111	1	0	0	49	77	14	2	255
Total number of vacant funded posts in Department – end of quarter	24	131	75	18	49	192	45	73	21	628

Organised labour's position

Organised labour expressed serious concerns regarding the accuracy and clarity of the report. Labour noted that the figures presented did not provide a clear and accurate reflection of the recruitment and selection process. Concern was raised regarding instances where the number of posts filled exceeded the number of posts advertised during the quarter. For example:

- **DARDL** reported 36 posts advertised but 111 posts filled.
- **DOE** reported 35 posts advertised but 77 posts filled.
- **DCSR** reported 0 posts advertised but 1 post filled.
- **DEDT** reported 0 posts advertised but 2 posts filled.

Organised Labour requested clarity on the source of the additional appointments and questioned what had happened to posts that were not filled, withdrawn, disputed or carried over from previous quarters. The employer explained that some of the posts filled were from previous quarters. However, organised labour indicated that this information was not clearly reflected in the report, making it difficult to understand and verify the figures. Labour therefore rejected the report in its current form and requested that it be withdrawn and reworked. Organised labour emphasised that the revised report must:

- Clearly distinguish between posts advertised and filled during the current quarter and those carried over from previous quarters;
- Provide the status of all vacant funded posts;
- Indicate posts that were withdrawn, disputed or otherwise not filled;
- Provide reasons where posts were not filled;
- Clearly explain the source of figures presented; and
- Provide a comprehensive reflection of the actual recruitment and selection process.

The employer acknowledged the concerns raised and undertook to rework the report and provide a more accurate and comprehensive report reflecting the actual status and background of the posts. Labour clarified that the rejection of the report does not set aside the matter, but that the employer must rework the report before presenting it again.

Signing of Hostel Policy for Boarding Schools and other Public Schools with Hostels

The employer reported that a draft of the Hostel Allowance Policy has already been developed and proposed that it be discussed with organised labour before it is finalised. Labour supported and approved the proposal, noting the importance of ensuring that the policy is properly consulted on before finalisation.

The PSA will continue to monitor the implementation of matters discussed at the GPSSBC Chamber and will hold the employer accountable for progress on outstanding issues. Of particular importance is the filling of vacant funded posts, where organised labour has demanded a clear, accurate, and comprehensive report that enables all parties to properly assess progress and ensure compliance with relevant collective agreements and resolutions. The PSA will continue to represent and advance the interests of members through meaningful collective bargaining and engagement with the employer.

The next GPSSBC Chamber meeting is scheduled for 20 November 2026. Members will be informed of developments arising from the Chamber.

JOIN the PSA!

Employees interested in joining the PSA can contact: Sylvia Watkins - sylvia.watkins@psa.co.za / 082 880 8941 or Thandiwe Mziyako - 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 SECRETARY