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

01-09-2026

Feedback: PSCBC Mpumalanga Chamber meeting – 27 August 2026

The PSA attended the PSCBC Chamber meeting on 27 August 2026. The following matters were presented and discussed during the meeting:

Progress report on business automation: Electronic submission, electronic recruitment, and Provincial ICT Strategy

The employer provided an update on the implementation of business automation, with specific reference to electronic submission, electronic recruitment, and the Provincial ICT Strategy. The employer reported that all provincial departments have been introduced to the electronic recruitment system, with the exception of the Departments of Health and Education, which are still in the process of transitioning to the system. It was reported that the Department of Health currently has an existing contract with another service provider and is exploring options to terminate the contract without incurring financial losses. The Department of Education, on the other hand, is still in the process of migrating to the new system, as its internal systems have not yet been upgraded to enable full implementation. The employer clarified that the electronic recruitment system does not incur additional costs, as the system was developed internally by employees of the provincial administration. The employer also reported that all Human Resource practitioners have been trained on the new electronic recruitment system. Labour noted the submissions and requested that Chamber members also be provided with training on the system. Labour indicated that such training would enable Chamber members to better understand the recruitment process and assist members who may encounter challenges when using or navigating the system.

Establishment of district offices for Departments of Health and Social Development: Bohlabela Region

Labour reported that it continues to experience difficulties in securing appointments with the relevant political heads of the provincial administration to discuss the matter. Labour further indicated that it understands that the relevant representatives are unable to provide a mandate on the matter. The employer requested that the item be removed from the Chamber agenda. Labour agreed to the request, indicating that the matter may be better addressed outside Chamber structures to facilitate meaningful engagement and progress. The item was removed from the Chamber agenda by agreement between parties, with the matter to be pursued outside the Chamber.

Establishment, abolition, and designation of posts in provincial departments

The employer reported that work has commenced regarding the establishment, abolition, and designation of posts/areas in the various provincial departments. The employer further indicated that progress is being made across departments and undertook to provide the Chamber with an updated report before the next sitting.

Implementation: Clauses 3.1.3 and 3.1.5 of PSCBC Resolution 2/2025 - Recruitment Policy and Uniform Policy

The Secretary of the Chamber reported that the relevant authority is in the process of finalising the two resolutions relating to the implementation of Clause 3.1.3 (Recruitment Policy) and Clause 3.1.5 (Uniform Policy) of PSCBC Resolution 2/2025. It was indicated that the Resolutions are currently being finalised before being formally tabled for consideration and adoption as agreed resolutions. Labour welcomed the report and noted progress made towards finalising the two Resolutions.

Implementation of Clause 4.5 of PSCBC Resolution 7/2015: Government Employees Housing Scheme (GEHS)

The employer provided an update on the implementation of Clause 4.5 of PSCBC Resolution 7/2015, relating to the framework agreement for the establishment of the GEHS. The employer reported that the number of employees who are not yet receiving the applicable benefit has decreased. The employer explained that there are various reasons why certain employees do not qualify for the benefit, including interns who do not meet the prescribed eligibility requirements. The employer further reported that implementation is ongoing and that eligible employees are being processed on a weekly basis. Labour welcomed the progress reported by the employer and requested the employer to provide the Chamber with the names of employees who qualify for the benefit but are not yet receiving it. Labour indicated that access to this information would enable unions to assist in reaching and informing affected employees and encouraging eligible employees to apply for the applicable GEHS benefits.

Filling of vacant posts

A presentation was made on the filling of vacant funded posts across departments in the Mpumalanga Provincial Government for the 2026/27-financial year, under the priority output of "Professionalise the Public Service", with the annual target being to professionalise the public service in the provincial sphere. The following statistics were presented:

- Total vacant funded posts across departments at the beginning of the report period: 2 686
- Total number of posts filled by departments during the first quarter: 866
- Total number of posts advertised by departments during the first quarter: 1 393
- Total vacant funded posts across departments at the end of the first quarter: 1 820

The submissions therefore reflect progress by departments in reducing the number of vacant funded posts through the filling and advertising of positions.

Progress report: Decentralisation of Office of the Premier shared internal audit function

The Executive Council mandated the decentralisation of the shared internal audit function from the Office of the Premier to the respective departments, namely the Department of Cooperative Governance, Human Settlements and Traditional Affairs, the Department of Culture, Sports and Recreation, and the Department of Community Safety, Security and Liaison, with effect from 1 April 2026. This decentralisation is in line with section 38(1)(a)(ii) of the *Public Finance Management Act*, *1999*, as amended, which requires each department to have and maintain an internal audit function under the control and direction of an audit committee. In practical terms, this means that each of the affected departments must establish its own Internal Audit Unit, with the following posts provided for in the proposed establishment:

- Chief Director - salary level 14
- Director - salary level 13
- Deputy Director/Manager - salary level 12
- Assistant Director - salary level 10
- Internal Auditor - salary level 8
- Administrative Officer - salary level 7
- Secretary - salary level 5

At the time of the Chamber meeting, the employer reported that it is still awaiting concurrence from the Minister of Public Service and Administration regarding the proposed establishments. The employer expressed expectation that that the establishments would be finalised by the next Chamber meeting.

Load shedding: Alternative renewable energy projects

A presentation was made on the rollout of alternative renewable energy projects at the Riverside Government Complex in Mpumalanga, as well as the progress achieved to date. The consistent disruption caused by load shedding prompted the Mpumalanga Provincial Government to explore alternative sources of energy at key government facilities, including shared office facilities and hospitals, amongst others. In addition to mitigating the disruption of government services during load shedding, the project was identified as a long-term intervention aimed at reducing the high costs associated with diesel consumption and the maintenance of generators. Project planning commenced during the third quarter of the 2023/24-financial year, with implementation being phased as follows:

Phase A

- Installation of the required structural steel supports for solar panels
- Upgrading of the substation
- Other related infrastructure requirements.

Phase B

- Installation of solar panels
- Installation of batteries
- Installation of inverters
- Reticulation of cables
- Other associated works.

Review of provincial bursary policy and exceptional decentralisation of bursaries for respective departments

The Chamber received a report on the decentralisation of the provincial bursary function. Members will recall that bursary administration in the Mpumalanga Provincial Government followed a decentralised approach. This changed following Executive Council Resolution 14/2010, which resulted in the decentralisation of the function in the Department of Education, with the Department assuming full implementation responsibility from the 2014/2015-financial year. The centralised system also limited individual departments' ownership of skills planning and was met with sustained concerns from provincial departments and organised labour. The Executive Council, through Exco Resolution 19/2016 dated 14 May 2016, approved the decentralisation of the provincial bursary function to provincial departments with immediate effect from the current financial year. Letters were subsequently addressed to provincial departments informing them of the Exco resolution. The matter was further impacted by the transfer of the Transversal Human Resource Development Unit to the Office of the Premier with effect from 1 April 2026, pursuant to Exco Resolution 17/2024, which effectively rescinded Exco Resolution 14/2010 and transferred the provincial skills coordination function from the Department of Education. Following the rescinding of Exco Resolution 14/2010, the Office of the Premier also communicated with the Department of Health regarding the coordination and facilitation of board examination preparation and clearance for medicine graduates from the Russian Federation following completion of their qualifications. The decentralisation process is therefore intended to strengthen departmental ownership of skills planning and ensure that bursary administration is aligned with the respective departmental mandates and skills requirements.

Disposal of state houses: Inspections in Lydenburg, Ermelo, Standerton, and Middelburg

The Chamber received a progress report on the inspection of state houses conducted by members of the task team in Lydenburg, Ermelo, Standerton, and Middelburg. The purpose of the report was to provide the Chairperson with an update on the progress made during local inspections conducted by task-team members. The staffing of visit groups to conduct inspections of state houses was proposed by the task team. Designated officials, together with their contact details in the respective districts, were also provided. The report further indicated the following status of state houses:

- Total state houses: 15
- Beneficiaries who accepted offer: 9
- Illegal occupants: 2
- Essential workers: 2
- Deceased beneficiary: 1

The Chamber noted progress made by the task team and the status of the respective properties following inspections. Members can access all relevant reports to the items above from the PSA Provincial Office and will be kept informed of developments arising from the Chamber. The next PSCBC Chamber meeting is scheduled to take place on 27 November 2026.

Reuben Maleka
GENERAL SECRETARY