

Feedback: Mpumalanga PSCBC meeting

A meeting at the PSCBC Chamber was held on 8 May 2026 with the following being discussed:

Review: Provincial Bursary policy and decentralisation of bursaries to respective departments

It was reported that the Transversal Human Resource Development (THRD) function, which had been transferred to the Department of Education in 2010, has since been transferred back to the Office of the Premier with effect from 1 April 2026. The THRD Unit is currently facilitating the decentralisation of bursaries back to provincial departments. The employer further indicated that the process of transferring the bursary function is receiving attention from the Executive Council and is expected to be concluded during the first quarter of the 2026/27-financial year. Departments will thereafter draft their own bursary policies once the process has been finalised. It was also confirmed that departments are legally required to budget for employee studies and development.

Establishment of district offices: Department of Health and Department of Social Development - Bushbuckridge region

Organised labour requested that a task team be established to facilitate engagement in this matter. The employer indicated that organised labour had expressed an intention to meet with the relevant political principals. Labour further requested the employer to coordinate a meeting with the Director-General. It was resolved that organised labour should formally write to the Director-General and the Premier, requesting a meeting regarding this matter.

Disposal of state houses

The Chamber noted that a task team was in place to deal with the matter. However, members of organised labour serving in the task team raised concerns regarding certain terms of reference. The item was therefore deferred back to the task team for the terms of reference to be revisited and refined for adoption at the next Chamber meeting.

Status of organograms of all departments

A presentation was tabled and forwarded to parties at the Chamber. The presentation is also accessible from the Provincial Office. Organised labour noted the presentation but raised concerns regarding delays in finalising organisational structures, emphasising that employees are burdened with performing multiple responsibilities owing to vacant and unfunded posts. The proposed organisational structure for the Office of the Premier has also obtained endorsement from the Director-General and has been submitted to the Premier for consideration and subsequent consultation with the Minister for Public Service and Administration. Organised labour requested that all remaining processes be expedited.

Filling of posts

A presentation was tabled regarding the filling of vacant posts and is accessible from the Provincial Office. Organised labour noted the presentation and strongly urged departments to expedite the filling of vacant positions as employees continue to carry excessive workloads and multiple responsibilities simultaneously owing to staff shortages.

Load shedding interventions

The employer reported that Phase A of the project has been completed, specifically the construction of steel support structures. The department is currently busy with Phase B1, which entails the installation of solar systems. The project is anticipated to be completed by 5 June 2026, as previously reported during the CCPMP meeting. The Chamber further noted that additional budget allocation will be required for completion of another Phase B2, as well as for the rollout of solar systems to other government institutions across the Province to mitigate the impact of load shedding and reduce the provincial carbon footprint.

Establishment, abolition, and designation: Mpumalanga Provincial Departments

The employer confirmed that the merger between the Department of Cooperative Governance and Traditional Affairs (COGTA) and Human Settlements has been finalised. The new organogram has been approved, and implementation is underway.

Consultation: Decentralisation of shared internal audit function

The employer confirmed that the process has been finalised and that all affected employees were transferred with effect from 1 April 2026. The item was subsequently removed from the Chamber agenda.

Implementation: Clause 3.1.3 (Recruitment Policy) and clause 3.1.5 (Uniform Policy) of PSCBC Resolution 2/2025

The matter currently serves on the agenda of the PSCBC at national level. The Council Secretariat reported that it has not yet received the finalised implementation report and indicated that the Council is still in the process of finalising reports on implementation of these clauses. Parties will receive a comprehensive progress report at a later stage once the report has been finalised by the Council.

EXCO (Executive Committee) resolution to transfer Transversal Human Resource Development function from Department of Education to Office of the Premier

The employer reported that the transfer process could not be entirely finalised within the targeted timeframe owing to several administrative challenges, particularly the non-transfer of the THRD budget from the Department of Education to the Office of the Premier. The employer indicated that measures are

currently being implemented to address identified challenges and that the full transfer process will be concluded during the current financial year.

Implementation: Clause 4.5 of PSCBC Resolution 7/2015 - Framework agreement for establishment of Government Employees Housing Scheme

The employer tabled a presentation report on the implementation of the Government Employees Housing Scheme (GEHS). The presentation is accessible from the Provincial Office. The report reflected that during the previous Chamber sitting, it was reported that the Office of the Premier had six qualifying officials who were not receiving the housing benefit. Progress made to date in respect of those officials has been outlined in the report. Organised labour raised concerns regarding the Department of Education and the Department of Health, indicating that these Departments are lagging behind in terms of implementation statistics and progress. The employer urged organised labour to encourage members who have received application forms to complete and return these urgently to expedite processing and access to the benefit.

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