



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

21-08-2026

PSCBC induction initiative: Northern Cape

The PSA welcomes the induction programme conducted by the PSCBC on 17 and 18 August 2026 in Kimberley. The event sought to capacitate representatives of trade unions in dealing with members' matters, be it collective issues or alternative dispute resolution.

Strengthening capacity

The PSA participated in the two-day Council Member Induction Programme, held on 17 and 18 August 2026. The programme served as an important capacity-building initiative, strengthening understanding of the PSCBC and improving the quality of representation provided to members, including in matters of collective bargaining.

Areas of learning

The training provided valuable insight into the following key areas:

- Governance and Council decision-making
- Collective bargaining and negotiation
- Dispute resolution and compliance
- Ethical conduct and good-faith engagement
- Responsibilities and accountability of Council members

Effective representation

A key lesson from the programme was that effective representation requires more than simply having a mandate. It requires knowledge, preparation, accountability, and the ability to negotiate effectively in the interests of members. The programme also reinforced the importance of understanding the interests behind bargaining positions, enabling representatives to protect members' interests whilst engaging constructively to achieve practical and sustainable outcomes.

Dispute resolution and compliance

A clearer understanding was gained of dispute resolution and compliance, including the role of bargaining councils and the processes available when disputes arise. This knowledge will assist in responding to workplace matters in a more informed, structured, and responsible manner.

Commitment to members

The knowledge gained during this two-day induction programme will strengthen the ability to represent, negotiate, and advocate for members effectively. The PSA is committed to ensuring that members' interests are represented with knowledge, professionalism, integrity, and accountability. The induction has strengthened capacity. The responsibility now is to put that knowledge into action for the benefit of members. It would also be advisable for the Council to roll out this type of training on a more regular basis.

Join the PSA

Employees who wish to join the PSA can visit the PSA website or contact the PSA Provincial Office in Kimberley for assistance.

Reuben Maleka
GENERAL MANAGER