



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

09-06-2026

Feedback: KwaZulu-Natal PSCBC meeting - 5 June 2026

A meeting at the PSCBC Chamber was held on 5 June 2026 and the following agenda items were discussed:

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

Members will recall that matters regarding Recruitment and Uniform Policy were deferred to a task team during wage negotiations in 2025. The Council reported that the matter was on the agenda at the PSCBC Task Team at national level. The Secretariat reported that processes of the Task Team had been completed, awaiting mandating from the Council. Parties agreed that the matter would remain on the agenda for monitoring.

Implementation: Clause 4.5 - PSCBC Resolution 72015 - Framework agreement for establishment of Government Employees Housing Scheme (GEHS)

The employer indicated that as per the previous resolution, the lists of employees who are not receiving housing allowance whilst eligible had not been received. The Secretariat stated that there was a list of employees who were not benefiting that was shared by organised labour, which was escalated to the GEHS. Parties agreed that the same list must be shared with the employer by the Secretariat.

Provincial organisational culture strategy

The employer indicated that processes were still underway to develop a policy framework that will support the professionalisation of the Public Service in line with DPSA Directives and reminded organised labour to submit names of representatives that would assist with focus group sessions during the research process. The PSA will submit the representative on Tuesday, 9 June 2026.

Improper use of external attorneys in disciplinary hearings, conciliations, and arbitration processes by KwaZulu Natal Provincial Departments

The PSA indicated that the Union had noted with concern the continued appointment of external attorneys and advocates by KwaZulu-Natal Provincial Departments in disciplinary hearings, conciliations, and arbitration proceedings. The PSA demanded that Provincial Departments must discontinue the

appointment of external attorneys in the processes, except where this was expressly permitted by PSCBC Resolution 1/2003.

The PSA further added that Departments must prioritise the use of internal Labour Relations Practitioners to chair and prosecute disciplinary matters. The employer stated that this matter was raised at the level of the PSCBC national as it was a concern countrywide. The employer further stated that it had noted the PSA's concerns and requested that the PSA submits specifics of those practices, departments involved, and matters that were done by external attorneys. The PSA will submit the requested information by 24 June 2026.

Unlawful recovery of monies and salary deductions without employee consent

The PSA raised concerns regarding an increasing practice in Provincial Departments and National Departments of recovering monies from employees' salaries through unilateral deductions without proper agreement or consent from affected employees. The PSA demanded that Departments must cease to implement salary deductions without complying with section 34 of *Basic Conditions of Employment Act* and follow other legal processes in terms of the DPSA Circular issued on 12 April 2018, after the Constitutional Court case in favour of the PSA, setting aside the unilateral deduction on employees' salary. At the employer's request, it was resolved that the PSA must submit the specific cases by 24 June 2026 to enable the employer to deal with the matter.

Implementation: PSCBC Resolution 3/2009

The PSA reported that concerns had been raised by members who are eligible in terms of PSCBC Resolution 3/2009 that some were not upgraded or grade progressed by their respective Departments. Departments often applied additional internal conditions or circulars inconsistent with the collective agreement. The PSA demanded that Provincial Departments must embark on a full audit of employees who qualified under PSCBC Resolution 3/2009, including identifying employees who met the criteria but were not upgraded. At the request of the employer, parties agreed that the PSA would submit the specific cases and names of employees not upgraded to the Secretariat by 24 June 2026 for the employer to investigate. The employer further accepted the PSA proposal for an audit to be conducted and will report back in the next meeting.

The PSA will keep members updated on developments.

Employees who would like to join the PSA, can contact PSA Organising/Marketing Officers: Zweli Msane - 082 880 8944 / zweli.msane@psa.co.za or Nkosephayo Zulu - 082 880 8994 / nkosephayo.zulu@psa.co.za.

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