



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

14-10-2026

Feedback: Reconvened CCPKZNP Meeting – 9 October 2026

The PSA attended the reconvened CCPKZNP PSCBC Chamber meeting on 9 October 2026, where the following agenda items were discussed:

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

The Secretary reported that the matter was first tabled in June 2025 and that the research report had been circulated to all parties. Following consideration of the Uniform Policy Report, the PSA raised concerns regarding the exclusion of certain employee categories, particularly Security Officers and other employees in the Department of Education. The Secretary acknowledged the concern and advised that such inputs should be submitted to the PSCBC Chief Negotiator at national level during the mandating process to ensure consideration.

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

The PSCBC Secretary reported that the list of employees not receiving the GEHS allowance had been forwarded to the employer as requested at the previous meeting. The employer confirmed receipt and indicated that the list had been referred to affected departments for verification. It further stated that some qualifying employees appeared reluctant to apply for the benefit. The PSA proposed that awareness campaigns be conducted to educate employees about the GEHS benefit. The PSA also requested a departmental breakdown of employees who are not receiving the housing allowance to assist in ensuring that all qualifying employees access the benefit.

Incentivised Early Retirement Program without Penalisation: DPSA Circular 38 of 2025

The employer requested an opportunity to report on the second phase of the program and related processes at the next meeting, indicating that it was not yet able to provide feedback.

Provincial Organisational Culture Strategy

The employer reported that organised labour submitted nominations within the prescribed timeframe. Interviews have since been conducted, and October 2026 has been earmarked for data collection. A draft policy is expected to be circulated in November 2026.

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

The employer requested that the matter be deferred to the next meeting, as responses from affected departments had not yet been received.

Unlawful recovery of monies and salary deductions without employee consent

The employer requested additional time to investigate the matter and report back. The PSA expressed strong dissatisfaction with the recurring delays, given the seriousness of the issue. The PSA further proposed that deductions relating to employees identified in the submitted particulars be suspended pending the finalisation of the matter before Council.

Implementation: PSCBC Resolution 3/2009

The employer again requested that the matter be deferred to the next meeting to allow for reporting following the submission of specifics by organised labour.

Job evaluation training for panelists

The employer reported that Job Evaluation Panelist Training was conducted in Pretoria in September 2026 without the participation of organised labour representatives from KwaZulu-Natal. According to the employer, financial constraints prevented the provision of accommodation and logistical support for organised labour representatives. Organised labour expressed disappointment that the training proceeded without labour participation and emphasised the importance of equal representation in matters affecting job evaluation processes. Labour further expressed the hope that the KwaZulu-Natal Office of the Premier would establish a Job Evaluation Panel that affords all stakeholders equal status and participation. The employer noted these concerns and advised that similar training initiatives would continue during the next financial year.

Policies and frameworks

The employer presented the following policies and frameworks to Council and requested organised labour to submit written comments before the next meeting:

1. Provincial Policy Framework on Wellness Management
2. Provincial Policy Framework on Health and Productivity Management
3. Provincial Policy on HIV, TB and STIs
4. Provincial SHERQ Policy
5. Provincial COIDA Policy

Call for inputs

Members are requested to carefully consider the above-mentioned policies and frameworks and submit any comments, concerns, or proposed amendments to Nandi.Dladla@psa.co.za by **23 October 2026**. This will enable the PSA to consolidate members' inputs and effectively advance their interests during future engagements in Council.

Members will be updated on developments.

Join the PSA TODAY!

Employees interested in joining the PSA can contact: Zweli Msane - 082 880 8944 / Zweli.Msane@psa.co.za and Nkosephayo Zulu - 082 880 8994 / Nkosephayo.Zulu@psa.co.za.

Reuben Maleka

GENERAL SECRETARY