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

26-11-2026

# Feedback: PSCBC Limpopo Provincial Chamber meeting

The PSA, as part of the Provincial Chamber of the PSCBC in Limpopo, attended a meeting on 20 November 2026 where the following agenda items were discussed:

## Filling of vacant posts (Clause 8.2.3 - Resolution 1/2018)

The employer presented the second-quarter report from July to September 2026 in terms of the vacancy rate for all departments. The current vacancy rate is 11. 53%. Organised labour noted the report and requested details of the action plan to curb the vacancy rate as service delivery is at the core of public service. Details of the action plan will be presented in the next meeting. The item remains on the agenda for monitoring.

## Dilapidated buildings: Health hazards and safety risks

A task team was previously established regarding dilapidated buildings. It was reported that some task team members were no longer attending meetings, which compromises the mandate of the task team. It was agreed that labour must submit additional names to serve on the task team. Progress will be reported in the next meeting.

## Departments to establish OHS Committees and provide training: Provision of safety and health-risk reports on quarterly basis

Organised labour previously received a report from the employer regarding the functioning of OHS Committees in each department. The employer has yet to provide a consolidated report detailing health and safety issues that have been reported, measures taken to remedy the issues identified, and a progress report on the training of OHS Committees. The matter remains on the agenda.

## Implementation: New job evaluation and grading system in public service

The PSA sponsored the item, with the background that on 1 June 2024, the DPSA issued a directive that a new automated compensate-evaluate and job grading system for the public service would be implemented. The employer previously indicated that as per the determination and directives on the grading and job evaluation in the Province convened a Job Evaluation Forum wherein progress and challenges faced by the departments during the implementation were discussed. Amongst others, delays

were as a result of the shortage of trained staff, which would have been addressed by the employer through training/workshops. The objective is to ensure that departments complete the JE process before the advertising and filling of vacant posts as the *EQUATE* and *Evaluate* systems results expired on 31 May 2026. A comprehensive report was given by a spokesperson from the Office of the Premier (OTP), highlighting progress per department, post, and post level and percentage in terms of completion of posts evaluated. From the report, the Departments of Social Development, Education, and Sport, Arts and Culture require intervention whilst departments such as Provincial Treasury, LEDET, and the OTP had completed the exercise.

### Policy and procedure on bereavement and hospitalisation: Department of Education

The employer tabled a draft policy for discussion wherein it indicated that the policy was to assist employees when they experienced bereavement. Organised labour had provided inputs. The policy has yet to be endorsed by the ELRC following which the Department of Education will issue a circular to implement the policy that will be extended to Schools and Circuit Offices. For the policy to be implemented, it also needs to be adopted by the ELRC as the policy will be extended to Schools and Circuits. The matter remains on the agenda.

### Health and Productivity Management Policy

The Department of Education had previously presented the policy, which seeks to ensure the early detection and management of both communicable and non-communicable diseases amongst employees through a Disease Management Programme. Organised labour provided inputs that will be considered by the employer. For the policy to be implemented, it also needs to be adopted by the ELRC as it will also be extended to Schools and Circuits. The matter remains in the agenda for monitoring.

### Uniform shut-down time: Electricity and water outages

Organised labour previously requested the employer to consider a uniform approach when releasing employees from work during water and electricity outages. Labour wanted a coordinated effort by the employer to regulate under which conditions offices would be closed/employees released when these outages occurred. Members are concerned that their counterparts in certain departments are released during outages when they are expected to continue working without electricity and water, increasing risks in terms of safety. The employer conceded to issuing a circular by 15 December 2026 where concerns will be addressed.

### Government Employees Housing Scheme

A task team was established to address the non-implementation of clause 4.4 of PSCBC Resolution 7/2025 concerning qualifying public-service employees who are not receiving the Government Employees Housing Scheme (GEHS) allowance. The task team held a special meeting to deal with terms of refence. The task team made a presentation that analyses data submitted by eleven provincial departments, revealing ongoing progress in verifying affected employees, with most departments implementing awareness programmes and action plans to improve compliance. It was further established that a significant number of employees identified as non-qualifying were contract workers, interns, and data capturers who do not meet the criteria for the allowance. The task team resolved that departments should continue conducting awareness and induction programmes, submit quarterly GEHS progress reports to the Office of the Premier for consolidation, and provide advocacy programmes for monitoring and support. The CCPLP chamber will continue to monitor progress through submitted reports.

Members are urged to encourage colleagues to enroll on the GEHS website (*www.dpsa.gov.za/gehs/)* or contact the Employee Enrolment Support Call Centre on 0861 12 34 34 to access all services offered by Scheme. All data provided by the employee is confidential for purposes of the Scheme.

One of PSA's objectives is to promote and protect the rights and interests of members by representing them in all negotiations with their employers. Members are thus encouraged to submit such agenda items. Members are requested to submit agenda items to *patricia.mathladisa@psa.co.za* or *deidre.reynecke@psa.co.za*. The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at *andry.mnisi@psa.co.za*.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / *lawrence.muvhango@psa.co.za* or Paulina Moloto on 082 880 8957 / *paulina.moloto@psa.co.za*.

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GENERAL SECRETARY