



FOR PSA MEMBERS: **SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)**

24-04-2026

Feedback: Special Management Union Consultative Forum (MUCF) meeting - 23 April 2026

A special MUCF meeting was held on the above-mentioned date, during which the following matters were discussed:

Draft recognition agreement

Members will recall that in 2024, the PSA submitted inputs on the draft recognition agreement for management's consideration. MUCF meetings have not been convened regularly, with the last meeting prior to this one taking place in 2025. At that time, the employer requested additional time to consider the PSA's inputs. At the meeting held on 23 April 2026, the employer indicated that it is still in the process of reviewing the submissions and will revert to the PSA once internal discussions have been finalised. The PSA expressed serious concern regarding the prolonged delays in receiving feedback and in finalising the agreement, emphasising that it is a foundational document that enables the Union to effectively represent its members across various matters at SALGA. The PSA requested that the employer must provide feedback within seven days, noting that the document has been under consideration since 2024. The employer undertook to report back to its principals but indicated that it could not commit to the seven-day timeframe owing to the demanding schedule of SALGA activities during this period. However, the employer committed to informing the PSA whether management would be amenable to the proposed timeline.

PSA observation during recruitment and selection processes

The PSA previously submitted a request to be allowed to observe employee interviews, to which the employer undertook to seek a mandate from management. At this meeting, the employer provided feedback, indicating no objection in principle to PSA observers attending interviews. However, it proposed a condition that union observers should not observe interviews for positions like those they currently occupy, as this could provide them with an unfair advantage should such positions become available in the future. The PSA did not agree with this condition, arguing that interview questions are not necessarily repeated and that such a restriction would limit the Union's ability to appoint representatives. In response, the employer indicated that it would further consider the PSA's submission and provide feedback at the next MUCF meeting.

Employees interested in joining the PSA can visit the PSA website, send an email to ask@psa.co.za or contact the nearest PSA Provincial Office.

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