FOR PSA MEMBERS: **WESTERN CAPE LIQUOR AUTHORITY (WCLA)**

25-11-2026

Feedback: WCLA Bargaining Forum meeting – 23 November 2026

The PSA met with Management in the fourth-quarter Bargaining Forum to engage on matters affecting members and to monitor progress on issues previously raised. The following updates were discussed:

S&T advances and uniform allowance

Positive progress

Management confirmed that the principle of advancing S&T payments and uniform allowances has been approved. A draft policy will now be developed and submitted to the Bargaining Forum for consultation before implementation.

Inspectorate working-hours review

Process underway

Management will appoint an independent service provider to conduct a comprehensive review of inspectors' working hours, overtime arrangements, allowances, weekend work, and possible shift systems. The PSA will continue to engage throughout the process to ensure that members' interests are protected.

Job evaluation and organisational structure

Further engagement required

The CEO briefed the Forum on the organisational structure and previous job-evaluation exercises. Management indicated that future job evaluations will be aligned with government's EQUATE system and implemented incrementally as funding allows. The PSA submitted further questions to obtain clarity on the impact on employees.

Growth strategy and organisational sustainability

Long-term planning initiative

Management reported progress with its revenue-enhancement strategy, which aims to increase the WCLA's financial sustainability and create opportunities for future organisational growth, improved capacity, and employee-retention initiatives.

PSA commitment

The PSA welcomes the progress achieved during this engagement, particularly regarding S&T advances, uniform allowances, the Inspectorate review process, and the strengthening of consultation mechanisms in the Bargaining Forum. The PSA will continue to monitor implementation, engage Management on outstanding matters, and keep members informed of developments.

The PSA is committed to protecting and advancing members' interests at the WCLA.

Reuben Maleka
GENERAL SECRETARY