



THE GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL MEETING

REPORT 08 OF 2024

On 12 November 2024, representatives from HOSPERSA attended The General Public Service Sector Bargaining Council meeting to discuss the below matters.

ESTABLISHMENT OF OCCUPATIONAL HEALTH AND SAFETY FORUMS

The issue discussed was in terms of the Traffic Department. The employer reported that Occupational Health and Safety (OHS) representatives have been appointed. The delay is the training of the OHS reps. The department's delay is obtaining service providers who are SETA accredited to run the training. Organized Labour placed on record that should any employee have an injury while on duty, the employer will have to bear the costs.

POOR PERFORMANCE - DEPARTMENT OF MOBILITY - TRAFFIC

This issue was taken to the Multi-Lateral Forum at the request of the General Public Service Sector Bargaining Council (GPSSBC). There was no consensus reached by both parties. Both parties are in deadlock hence organized labour reserve their rights to declare a dispute.

CONSULTATION ON THE GPSSBC RESOLUTION 1 OF 2012: GOVERNANCE RULES FOR CHAMBERS

The Secretariat reported that the resolution is under consultation at the level of the council. The secretariat is awaiting the report from council.

DEPARTMENT OF MOBILITY: PROVINCIAL TRAFFIC COVID SPECIAL LEAVE

The employer reported that this resolution was negotiated at a National Level of the PHSDSBC for department of health and social development. Employer supports the initiative motivated by organized labour to give traffic officials Covid Leave. GPSSBC super-cedes any provincial agreement. Organized labour must take the matter to National GPSSBC.

DEPARTMENT OF MOBILITY: TRAFFIC WORKING HOURS

This item was handled by a Facilitator of the GPSSBC as organized labour and the employer were in deadlock. The item discussed was pertaining to the Control Room Officer's working hours being changed without consultation. The hours were changed from a twelve (12) hour shift to eight (8) hour shift. The employees were not consulted. The eight (8) hour shift was implemented on 07 October 2024.

The employer responded that those working in the control room are traffic officers who work under mobility and that their shift must be the same as the operational officials.

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Organized labour requested that the employer revert the control room officers back to their twelve (12) hour shifts and then consultation can take place. Employer responded that they will not accept the proposal. Organized labour reserve their rights is to declare a dispute.



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Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

General Meetings with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.