



## **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL COUNCIL MEETING**

### **REPORT 10 OF 2025**

A Public Service Coordinating Bargaining Council (PSCBC) special council meeting was convened on the 09th of April 2025.

#### **SPOUSAL BENEFIT INCREASE**

Parties agreed to remove the item from the agenda of the council, for other internal processes to be dealt with by organised labour. The item would be reintroduced at a later date.

#### **DRAFT AGREEMENT: PICKETING RULES FOR THE PUBLIC SERVICE**

Organised labour tabled inputs to the draft agreement as previously tabled by the employer in a previous council meeting. See attached Annexure 1.

The respective annexures can be found on the Hospersa website – [www.hospersa.co.za](http://www.hospersa.co.za)

The employer noted the inputs and submissions by organised labour and indicated that it would provide a response in the next ordinary council meeting.

#### **SUBSIDISED VEHICLE RESTRICTIONS PREJUDICE EMPLOYEES**

Organised labour indicated that it was still busy with its own internal processes and in the interim the item

can be removed from the agenda of the council.

The item would be reintroduced once organised labour was done with its own internal processes.

The Employer noted the submission by organised labour.

#### **GRADE PROGRESSION: OFFICIALS NOT COVERED BY OSD**

Organised labour reserved its right on the matter, the item was removed from the agenda of the council for dispute resolution processes to commence.

The Employer noted the submission by organised labour.

#### **REPORT: MANAGEMENT OF TRADE UNION MEMBERSHIP**

Organised labour indicated that it had not yet finalised its internal processes regarding the matter.

Organised Labour would therefore provide a response in the next ordinary council meeting.

The Employer noted the submission by organised labour and would await a response in the next council meeting.

### **10 APRIL 2025**

#### **SETTLEMENT AGREEMENT: NEHAWU AND OTHERS VERSUS DPSA AND OTHERS**

Organised labour proposed that the item be removed from the agenda of the council, pending the finalisation of its internal processes.

The matter would therefore be reintroduced once organised labour was ready to report on the matter.

#### **DISCLOSURE INFORMATION: COST OF LEGAL REPRESENTATION**

Organised labour requested that the Employer disclose the report that was tabled in parliament on the cost of legal representation in the public service over the past five (5) years.

Organised labour further requested that the Employer should provide an updated report on the matter.

The Employer noted the request and indicated that it would provide a response in the next ordinary council meeting.

#### **IMPLEMENTATION OF THE JOB EVALUATION AND JOB GRADING SYSTEM**

Parties agreed to remove the item from the agenda of the council, pending internal processes that are

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being undertaken by organised labour.

The item would therefore be reintroduced once organised labour was ready to report on the matter.

### **SACOSWU/DSC & OTHERS (GATW5702-24)**

Parties agreed the item should be removed from the agenda of the council, given the outcome of the matter.

### **THE REVIEW OF RESOLUTION 1 OF 2003 DISCIPLINARY CODE FOR THE PUBLIC SERVICE**

The Employer tabled a presentation on the agenda item. See attached Annexure 2.

The presentation relates to the proposed review of the disciplinary code for the public service.

The Employer asserted that the current PSCBC Resolution 1 of 2003 is outdated, and therefore, disciplinary cases are backlogged, and compliance is not pliable.

The Employer further reported that the outdated code, led to role players being prone to innovate ununiformed parallel processes outside the provisions of the code.

Amongst a myriad of reasons for the review of the code, was to strengthen the professionalisation initiatives by the public service, to relook the procedures on the disciplinary processes and suspensions, the cost implication for disciplinary processes, etc.

The Employer further reported that consultations on the review of the code, started in June 2022.

The highlighted areas for the review include the following: Virtual hearings, Paper based hearings, Simpler process, Plea bargaining, Stricter application of precautionary suspensions, (extension period and waiver), Determine to how many level(s) is demotion, Role players appointed form within the public service, Clarity on section 188A hearings, Increase on the validity period of final written warning and the sanction on reimbursement of costs.

The Employer further indicated that there were current provisions in the code that needed to be reworked, or additional provisions would have to be provided for. See attached Annexure 3 (draft review of disciplinary code for the public service).

Organised labour noted the presentation by the Employer and further proposed that the matter be discussed at the level of the Collective Bargaining Committee (CBC) for expediency purposes, and progress be provided at council level.

The Employer agreed to the proposal by organised labour and further proposed that the CBC meeting should be convened two weeks from 09 April 2025.

### **EARLY RETIREMENT WITHOUT PENALISATION OF BENEFITS**

Organised labour tabled a response presentation on the Early Retirement Programme (ERP) as previously tabled by the Employer in a special council meeting. See attached Annexure 4.

Organised labour requested that the Employer provide additional information on a several issues identified, e.g., the terms of reference that were utilised by the Employer in conducting its ERP study, the number of outsourced positions in the public service at the cost of government, the financial breakdown on the projected savings for the targeted 30 000 employees envisaged for the first phase of the ERP, the ERP costs vs filling of the current vacant positions, mentorship and skills transfer plans currently in place, etc.

Organised labour further proposed that the PSCBC conduct its own research on the ERP, inclusive of the impact it would have on the public service currently, i.e., the positives vs the negatives of the ERP for the public service.

Labour also proposed that the Employer should develop a financial incentives calculator, that should be accessible on the DPSA website, to allow for employees to make an informed decision on whether they would want to partake in the ERP or not, from a financial perspective.

Organised labour further indicated that the Employer should provide a proper plan in terms of how it will deal with the critical functions especially for frontline services, once employees working in critical roles opt to partake in the ERP.

Organised labour requested the following information from the Employer, data on critical vacancies across all departments, critical skills shortage data, departmental skills audit and mentorship plans.

Organised labour furthermore indicated that the proposed ERP should not lead to further deepened austerity measures, and the abolishment of very critical positions, that all historic vacancies be filled by June 2025.

The Employer noted the submissions by organised labour and further indicated that the ERP process was not by any means a retrenchment process.

The terms of reference that were used for the ERP study, were shared with organised labour from the onset of the tabling the agenda item.

The Employer further alluded that the initial presentation also provided information pertaining to the costs applicable regarding the ERP, and a number of other issues that were raised by organised labour.

A process was currently underway to roll out a skills audit in the public service.

The Employer further indicated that there was no abolishment of posts that will be taking place via the ERP.

The Employer supported the proposal to have the PSCBC conduct its own study on the ERP.

The filling of vacant positions is an ongoing process in the public service and the reports thereof can be provided on a quarterly basis in council.

The financial incentives calculator will be uploaded onto the DPSA website as it was ready, the development thereof, was currently underway.

The Employer tabled a draft collective agreement on the ERP. See attached Annexure 5.

Organised labour noted the submissions by the Employer and further noted the draft collective agreement as tabled.

Organised labour demanded the Employer to provide all the outstanding information on the ERP, as previously requested within two (2) weeks and would also engage on its own internal processes regarding the matter.

The Employer noted the submission by organised labour and requested to be afforded time to deal with the issue of the information that was still outstanding and revert to council.

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