



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL COUNCIL MEETING

REPORT 24 OF 2025

A Public Service Coordinating Bargaining Council (PSCBC) normal council meeting was convened on the 14th of October 2025.

DRAFT AGREEMENT: PICKETING RULES FOR PUBLIC SERVICE

The Employer tabled a response to the inputs that were submitted by organised labour in a previous sitting. See attached Annexure 1.

Organised labour indicated that the Employer had supported some of the inputs by labour and such supported inputs should be provided via track changes onto the draft collective agreement.

Organised labour further indicated that they still required more time to address the clauses which the Employer was not in support of.

The Employer acceded to the submissions that were made by labour and parties agreed to retain the item on the agenda of the Council.

DISCLOSURE INFORMATION: COST OF LEGAL REPRESENTATION

The Employer indicated that they had escalated the matter to the various Head of Departments, for information on the costs of legal representation to be provided, and such information was being received by the DPSA.

Organised labour noted the Employers response and parties further agreed that the item should be retained on the agenda of the Council.

TRADE UNION MANAGEMENT SYSTEM

The Office of the General Secretary (OGS) indicated that the workshop on trade union membership was conducted for the trade unions, and a lot of members were interested in the workshop in terms of the comments that had been received via various social media platforms.

The Employer indicated that the PSCBC Committee that was dealing with the matter on trade union membership should be afforded time to conclude its work for finalisation.

Organised labour indicated that it was currently engaging on the matter, it further requested that the recommendations that had been provided on the matter should be circulated to parties for principals to engage on the matter.

Parties agreed that the matter should remain on the agenda of Council.

ESC RULING ON THE MINIMUM SERVICE DETERMINATION

The OGS reported that it was aware that the Essential Services Committee (ESC) was engaging in care centres in the Department of Social Development, however, the ESC had subsequently stopped such engagements, post the concerns that were raised by parties to the PSCBC.

The OGS further reported that the health sector would be the most affected sector in terms of the ESC processes.

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The OGS further reported that the GPSSBC would also be greatly impacted given the number of government departments that fall within that sector.

A dispute resolution committee had therefore, been set up for the various sectors to operate as a working committee, to look at how best to address the issue of determinations as per what the ESC had ruled on.

The working committee would therefore serve a coordinating role to ensure synergy on the matter between the different sectors, and progress would therefore be provided via the different sector General Secretaries for parties in the different sectors to be kept abreast of the minimum service determination discussions.

Organised labour noted the report by the OGS and indicated that they would engage their principals in finding a way forward and revert to the Employer via the OGS.

SUBMISSION: LEVY FUNDING

The OGS indicated that it had circulated the draft collective agreement as per the recommendations that were made by the ExCo and the Council.

The OGS further reported that it would have wanted the levy increase to be implemented within the current financial year, i.e., implementation should be 01 December 2025, therefore the negotiations should be finalised end of October 2025, ideally for the collective agreement to be signed by majority of the parties to the Council.

The Employer indicated that the request by the OGS can be motivated to principals for the levy increase to be implemented within the current financial year.

Organised labour indicated that trade unions were still finalising their mandating processes and would indicate to their principals regarding the request by the OGS in terms of the implementation date as proposed for the levy increase to be implemented within the current financial year, as opposed to implementing the levy increase from 01 April 2026.

Parties further agreed that should there be a special council that needs to be convened such would be convened for parties to finalise on the matter.

STATUS REPORT: GEHS

The Employer indicated that there have been engagements at the level of the minister -DPSA and the principals of the various trade unions.

An agreement has been reached that a workshop for principals should be convened to assess the progress that has been made thus far regarding the GEHS matter.

Proper progress will be provided at the level of the PSCBC post, that principal's workshop regarding a way forward on the matter in terms of continuing negotiations.

Parties agreed that the item would remain on the agenda of the Council.

NEW MATTERS

2022 PERSONNEL EXPENDITURE REVIEW REPORT - EMPLOYER

The Employer tabled a presentation on the matter. **See attached Annexure 2.**

The Employer further reported that the personnel review gets reviewed from

time to time to ensure that there is concurrence in terms of the objectives by government vis -a vis the personnel expenditure review, i.e., the conditions of service in the public service.

The Employer has therefore reviewed the current personnel expenditure in line with the current governing strategies, the Employer therefore took a holistic approach, and the adopted cabinet report provides the necessary recommendations for sharing with the necessary stakeholders, inclusive of organised labour via the PSCBC.

The Employer will thereafter table certain recommendations and proposals on certain areas of the report, not entirely on all the areas in the report, for further engagement.

Organised labour noted the new agenda submission by the Employer and requested that the Employer provide an executive summary of the focus areas that the Employer would want to address.

The Employer indicated that an executive summary is part of the voluminous report, and that should guide organised labour.

Parties agreed to retain the item on the agenda of Council.

OVERTIME EXCEEDING 30% FOR THE DEPARTMENT OF BASIC EDUCATION STAFF INVOLVED IN EXAMINATION WORK – EMPLOYER

The Employer reported that the matter was not necessarily a new matter because the matter was dealt with in the year 2024, regarding the Department of Basic Education' (DBE) request regarding exceeding 30% overtime as per the prescripts.

Therefore, the request from the DBE is to deviate from the provisions provided for by the Department of Basic Education Act, due to the marking of examination scripts going beyond the approved 30% overtime.

The Employer further indicated that the matter was therefore brought to the attention of parties in the PSCBC for concurrence to be reached in allowing DBE to consult with the Department of Employment and Labour to deviate from the DBEA overtime provisions and pay the excess of the 30% threshold.

Organised labour noted the submission by the Employer and allowed for the deviation request by the DBE to be approved for further engagements to be followed with the Department of Employment and Labour.

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