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FOR PSA MEMBERS: **WESTERN CAPE GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

02-07-2024

## GPSSBC Western Cape Provincial Chamber Meeting: 21 June 2024

A GPSSBC provincial chamber meeting was held on 21 June 2024 during which the following items were discussed:

### Establishment of occupational health and safety forums

At the previous meeting on 15 March 2024, labour demanded the establishment of OHS committee forums in various departments. It was established that there were no forums at all Traffic centers. The employer committed to establish OHS forums at centers where there are none. The employer further proposed a workshop to be held on the establishment of these committees, which would include participants from Health and Safety, as well as labour. It was agreed that a workshop would be held by the end of July 2024.

### Poor performance

Labour tabled this matter and argued that most departments are implementing disciplinary action based on poor work performance in a manner that is not aligned with the poor work performance policy. The employer noted the submissions and indicated that each case had unique aspects, therefore parties were requested to provide details of the cases to determine whether the correct procedure was being followed. The employer undertook to investigate the matter as a matter of urgency. Feedback will be provided by 15 July 2024.

### Special leave policy

The PSA placed the new special leave policy matter on the agenda. The employer previously indicated that it had implemented a policy, but now indicated that there had been new developments. The issue of special leave for religious purposes was raised, since there appeared to be disagreement about the interpretation of what was considered reasonable proof when applying. The employer indicated that further information had been received and that a circular would be sent out shortly.

Reuben Maleka  
GENERAL MANAGER