

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

03-10-2024

Western Cape GPSSBC: Annual General Meeting (AGM) and Provincial Chamber meeting - 27 September 2024

A GPSSBC AGM and Provincial Chamber meeting was held on 27 September 2024 during which the following items were discussed:

Annual General Meeting

Elections were held as per the prescripts. The following persons were elected for the GPSSBC Provincial Chamber for the Western Cape:

- Chairperson: Mr D Basson
- Vice-Chairperson Labour: Crystal Human
- Vice-Chairperson Employer: Karen Scholtz

The vote weights for the Chamber are as follows:

- PSA – 50.29%
- Nehawu – 30.51 %
- Popcru – 19.21 %

Overtime: Department of Cultural Affairs and Sport

The issue of overtime being irregularly applied at the Department of Cultural Affairs and Sport was brought to the PSA's attention. The Department has been limiting applications and claims for overtime to 20 hours per month, contrary to the *BCEA* and *PSCBC/DPSA* directives. Furthermore, after the 20 hours overtime have been claimed, members are granted time off, which is also contrary to the *BCEA* and *PSCBC* Resolution 1/2007. Even when granted time off, members are required to perform their normal duties. The matter was discussed at length and the employer indicated the Head of Department would communicate with managers in the Department that the 20 hours allowed for overtime is only a guideline, rather than a rigid limit on the number of hours overtime employees are allowed to work. It was agreed that in cases where there are discrepancies, such individual matters should be escalated to the Department for investigation.

Special leave: Department of Mobility

The issue of a token of appreciation, similar to that granted in Health and Wellness, should be granted to Traffic Officials who were also required to work during the COVID-19 pandemic. The employer undertook to obtain a mandate and respond formally at the next Chamber meeting.

Traffic working hours: Department of Mobility

A change in working hours has been made for Traffic Officials employed in the Radio Control Room, with effect from 7 October 2024. The employer argued that there has been extensive consultation on the matter. A deadlock was reached, and the matter will be escalated to the Secretary of the GPSSBC for facilitation.

Members will be informed of developments.

Reuben Maleka
GENERAL MANAGER