



FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL (GPSSBC)**

12-03-2025

Update: GPSSBC

Transfer of remaining staff members from Department of Home Affairs to BMA

The employer proposed transferring 27 remaining employees from the Department of Home Affairs (DHA) to the Border Management Authority (BMA), citing compliance with the *BMA Act*. These employees, from the Operational Support and Airline Liaison directorates, were not included in the initial 2023 transfer of 1 225 DHA officials to the BMA. The employer suggested using the same principles from PSCBC Resolution 1/2023 to facilitate the transfer via a collective agreement under the GPSSBC. The PSA did not oppose consultation but insisted that the BMA's working conditions must first be addressed. Key concerns include inaccurate tax calculations, unilateral policy changes, delays in bursary allocations, and relocation issues. Organised labour emphasised that no transfer agreement would be signed until these issues were resolved. It was agreed that a joint meeting between the GPSSBC and the BMA Bargaining Forum would be convened to address these concerns before proceeding with any transfers.

Review: GPSSBC levy

The GPSSBC has proposed an increase in levy contributions for consideration and mandating. As a non-profit organisation, the Council relies entirely on these levies to carry out its collective bargaining, dispute resolution, dispute prevention, and strategic and operational functions. The last increase, implemented in 2017 through GPSSBC Resolution 1/2017, is no longer sufficient to sustain its operations. A levy adjustment is now necessary and urgent to ensure the Council's financial stability. Currently, employees contribute R8.73 per month, with the employer matching this amount. The proposed adjustment would raise the contribution to R9.73 per month per party, with an annual increase aligned to the Consumer Price Index. The agreement will be reviewed every five years, and the new levy is expected to take effect on 1 April 2025. **Members are encouraged to submit their input and feedback on the draft Levies Increase Agreement.** Objections, along with alternative proposals or suggestions, should be sent to joseph.mashigo@psa.co.za by **17 March 2025**. Your participation in this process is essential.

Review: GPSSBC Governance Rules for Chambers

Members are informed that the Council is in the process of reviewing GPSSBC Resolution 1/2012, which sets out the *Governance Rules* for Chambers. This review began in 2024 and has involved extensive consultations through Departmental Bargaining Chambers, with inputs carefully assessed and consolidated. The process is now at an advanced stage, with the draft reviewed Agreement presented in

Council for parties to consider through their mandating processes before signing. **Members are requested to review the draft Agreement and submit their mandate to the PSA**, either to sign the Agreement with the proposed amendments or to provide further inputs. If no additional inputs are received by **24 March 2025**, the PSA will proceed with signing the Agreement to bring it into effect.

National macro-organisation of Government (NMOG) update

As members are aware, parties concluded Resolution 5/2024 to implement the NMOG process. This follows the President's directive to restructure government departments as part of the 7th Administration, continuing the realignment efforts initiated during the 6th Administration in 2019. The primary goal of this restructuring is to ensure job security and stability for employees, many of whom have expressed concerns about the potential impact on their positions. On 30 June 2024, the President announced the creation of new departments and the restructuring of existing ones, affecting multiple ministries. Key changes include the separation of the Department of Agriculture from the Ministry of Land Reform and Rural Development; merger of the Ministry of Electricity and the Ministry of Energy into a single department; and Minerals and Petroleum as department; and dissolution of the Ministry of Public Enterprises. Organised labour has raised several concerns, particularly regarding start-up structures and employers' lack of meaningful consultation. In response, the Council has resolved that the National Implementation Task Team will convene meetings with the respective Departmental Task Teams to provide updates on the implementation process and address any challenges.

Concerns: Provincial Macro-Organisation of Governance (PMOG)

The PSA has also raised concerns about the ongoing PMOG, particularly in Gauteng, which the Council was not made aware of. In this process, purported as PMOG, the employer has requested a special meeting to table terms of reference for its implementation. However, this approach is not aligned with GPSSBC Resolution 5/2024, which remains the only legally binding framework for consultations and implementation of the macro-organisation of government. Parties cannot develop a parallel document or separate terms of reference to govern this process. As a result, the PSA has formally requested the Secretary of Council to intervene and provide guidance to parties in the Provincial Chamber to ensure compliance with the agreed resolution. The PSA will continue to monitor developments.

Implementation: Resolution 3/2024 – release of Full-time Shop Stewards

The PSA raised concerns regarding challenges faced with various departments, particularly in the Western Cape and Eastern Cape, who are not cooperating in releasing elected full-time shop stewards as required by the signed Collective Agreement. This lack of cooperation hampers the planning and operations of trade unions. The PSA has called on the DPSA to intervene and ensure compliance from all departments. In response, the employer indicated that the DPSA is currently verifying the eligibility of shop stewards based on the consolidated lists received from trade unions, ensuring they align with the allocated numbers as per the resolution. Should the DPSA fail to meaningfully intervene, the PSA will have no choice but to declare disputes in all instances where there is non-compliance.

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER