GPSSBC

GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL

ANNUAL REPORT

2022/2023

- *EFFICIENCY*
- *INTEGRITY*
- *PROFESSIONALISM*
- *ETHICAL BEHAVIOUR*



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FOREWORD BY THE CHAIRPERSON:
MR L MODISE

It is my pleasure to provide you with this foreword for the Annual Report of the GPSSBC for the 2022/23 financial year. The report once again details the many accomplishments of the General Public Service Sector Bargaining Council (GPSSBC) and provides a good overview of some of the challenges experienced, as well as insight into how the Council has responded to them.

I urge you to consider the reports produced by the various units as they detail the work concluded in the Council, Chambers, and Dispute Management. I am particularly pleased with the work of each unit in ensuring that the GPSSBC meets its mandate in providing effective collective bargaining and efficient dispute management.

At the tail end of the financial year, the Council was a victim of a cyber ransomware attack, which resulted in downtime for the organisation and the need to embark on the lengthy and costly exercise of data recovery. There were many lessons to be learned from this unfortunate incident, the most significant being that the Council is not immune to such attacks and will constantly need to assess and improve its cyber-security and monitoring. I am, however, pleased that the Council's recovery from the incident was swift and well-managed with the least impact possible on service delivery.

It is evident that emerging from the global pandemic, the world of work has changed. The hybrid format of meetings and engagements is here to stay, and we will all have to adapt to this way of doing business and operations. It is also evident that the GPSSBC will need to make certain policy shifts to allow for a more seamless rendering of services on the virtual platform. To this end, the Council is busy developing and amending policies in response to this. The Council will also continue to focus on training and development in these areas to enhance our services further.

More than ever, I need to appreciate the leadership of the Council and the Executive Committee for steering the GPSSBC to many successes over the year, as well as for their guidance through the challenges. I look forward to their continued support in the next year. Allow me also to thank the management and staff of the GPSSBC for all their contributions and support to the organisation over the past years and in the years to come!

Thank you
L Modise



EXECUTIVE SUMMARY FROM THE SECRETARY TO COUNCIL:

MS S OODIT

Agility and adaptability are central to the effectiveness of any organisation. This Annual Report speaks to the resilience and commitment of the Council to ensure that its stakeholders receive exceptional service. I am pleased to report that the GPSSBC has delivered on all operational imperatives, and this report contains the details of the work conducted in the various units.

As we start to put the pandemic behind us and focus on the future, we are not oblivious to the fact that there will be new challenges and hurdles to cross, but the past two years have taught us that to succeed, you must persevere. The pandemic introduced a new dynamic to the way we work, and the response of the Council and stakeholders has been nothing short of positive. It is evident in the volumes that the Collective Bargaining and Dispute Management units have been able to process and report on during this period.

During this year, the Council set the new strategic direction of the GPSSBC and endorsed the following five strategic objectives:

- Strategic Goal 1: Develop Business Continuity Strategies
- Strategic Goal 2: Improve Social Dialogue through Capacity Building
- Strategic Goal 3: Improve Internal Operating Processes
- Strategic Goal 4: Investigate Market Growth & Diversification opportunities
- Strategic Goal 5: Strengthen Governance & Administrative Measures

These goals are underpinned by strategic initiatives that provide further direction to the specific areas that will be focused on over the next 3-year period. The Executive Committee of the GPSSBC will ensure the operationalisation of the above goals through the development of a dynamic and achievable operational plan, which will hold the management of the Council accountable through performance management and effective monitoring and evaluation.

The developed Strategic Plan for 2023-2026 is catalytic in driving the GPSSBC's success over the next strategic period and beyond. As we move into the next reporting cycle, I must thank our Chairperson, Vice-Chairpersons, and Council members for their commitment and leadership throughout the year. I also thank our management and staff for their continued support and loyalty to the GPSSBC.

Thank you
Sharlaine Oodit

3. OVERVIEW OF THE GPSSBC

The GPSSBC was designated in terms of the PSCBC Resolution 10 of 1999 as a bargaining council for the general public sector. The GPSSBC was registered with the Registrar of Labour Relations in July 1999 and subsequently inaugurated in September 1999. The Council commenced its dispute resolution functions the following year, in June 2000.

In terms of Sections 52 and 127 of the Labour Relations Act No. 66 of 1995, as amended, the GPSSBC is vested with statutory powers to resolve labour disputes. The Council is accredited by the governing body of the Commission for Conciliation, Mediation, and Arbitration (CCMA) to perform the dispute resolution functions listed in Section 51 of the Labour Relations Act.

The GPSSBC's scope encompasses all public service employees who do not fall under the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), the Safety and Security Sectoral Bargaining Council (SSSBC), and the Education Labour Relations Council (ELRC). This essentially excludes employees and employers in public health and social development facilities, the South African Police Service, and educators and learners in the public education system. The GPSSBC's scope also excludes uniform members of the National Defence Force, the National Intelligence Agency, the South African Secret Service, and the South African National Academy of Intelligence. All other employees in the public service outside of these outlined areas fall under the jurisdiction of the GPSSBC, giving it the broadest scope when compared to its counterpart public service sectoral councils.

The mandated primary objectives of the GPSSBC are to:

- Promote labour peace in the general public sector;
- Promote and maintain sound relationships between the employer and its employees;
- Negotiate and bargain collectively to reach agreement on matters of mutual interest to the employer and employees represented by admitted trade unions in the Council;
- Provide mechanisms for the prevention and effective and expeditious resolution of disputes;
- Conclude, supervise, and enforce collective agreements;
- Comply with its powers and duties in terms of the Act and Constitution;
- Consider and deal with such other matters as may affect the interests of the parties to the Council;
- Promote the effective delivery of services to the community; and
- Promote effective communication between the employer, its employees and trade unions in the General Public Service sector.

The core functions of the GPSSBC are outlined clearly in clause 5 of its constitution and can be summarised as the following:

a. Conclusion and enforcement of collective agreements;
b. Prevention and resolution of labour disputes;
c. Administration of dispute resolution functions (referred to in section 51 of the Act);
d. Establishment and administration of a fund to be used for dispute resolution; and
e. Creation of an environment conducive to the provision of operational services by the PSCBC.

VISION, MISSION & VALUES

The following Vision, Mission, and Values were developed and endorsed at the Council Strategy session and will serve as the guiding principles to which the GPSSBC will align in order to achieve continued success over the next strategic period and beyond.



OUR VISION

"Leading the enhancemet of social dialogue & justice through exceptional service provision to our stakeholders".

OUR VALUES

- Intergrity
- Efficiency
- Professionalism
- Ethical behaviour

OUR MISSION

"To promote sound labour relations & ensure sectoral stability through effective and efficient collective bargaining, dispute management & good governance".

4. STRATEGIC GOALS

Strategic goals were developed towards the achievement of the defined Mission and Vision.



1.
Develop business community Strategy



2.
Improve Social Dialogue through capabilty Building



3.
Improve Internal Operational Pricesses



4.
Investigate Market Growth & Diversification Opportunities



5.
Strengthen Administrative & Governance Measures

1. Develop business community Strategy	• Creation of systems, tools & measures of prevention and recovery to deal with any potential threats to the organization	• Transition from reactive to proactive positioning • Resilience to any unprece dented natural & unnatural events
2. Improve Social Dialogue through capabilty Building	• Enhancement of theskillset across different stakeholder of the GPSSBC, in order to elevate the quality of decision making, negotiation & bargaining & engagement	• Uplifting of skills across various areas (e.g. negotiation skills, facilitation, use of online platforms, computer skills etc.) • Community upliftment • Women Empowerment Program
3. Improve Internal Operational Pricesses	• Improvement of processes, tools, performance, organizational functions across different units at the GPSSBC	• Effective & efficient operation across the organization • Improved service delivery
4. Investigate Market Growth & Diversification Opportunities	• Assessment of the feasibility of strategic alignment with other industry players and affiliates, as a means to enhance organic growth	• Increased footprint & larger influence in the public sector labour market • Provision to un-serviced or underserviced markets
5. Strengthen Administrative & Governance Measures	• Enforcement & consolidation of organizational policy frameworks	• Update & relevant policies, guiding frameworks etc. to support organizational functions.

STRATEGIC INITIATIVES

Strategic initiatives were developed for each strategic goal. These initiatives highlight and provide direction for the areas that will be focused on in order to achieve each strategic goal.

STRATEGIC INITIATIVES



1. Develop business community Strategy

1. Develop a Business Continuity & Resilience plan
2. Develop a supporting standalone IT strategy/roadmap



2. Improve Social Dialogue through capabilty Building

1. Conduct research on alternative bargaining strategies & trends where these have been successful – at Council level
2. Facilitate training for Chamber members on (1) labour dispute management (2) negotiation skills (3) legislative amendments (4) Interpretation of Collective Agreements
3. Facilitate training to Chamber Chairpersons
5. Collaborate with SETA for the provision of qualifications across different levels in the sector
6. Investigate opportunities for collaboration with other entities



3. Improve Internal Operational Pricesses

1. Develop a tool for monitoring compliance on Collective agreements
2. Optimize existing DM tools to enable effective outcome tracking
3. Investigate the feasibility & benefit of the incorporation of technological add-ons into Dispute Management & Collective Bargaining (e.g. apps)
4. Investigate Commissioner retention strategies
5. Operationalise the Executive Support & Communication strategies



4. Investigate Market Growth & Diversification Opportunities

1. Review GPSSBC scope & capacity to determine feasibility of market expansion
2. Investigate market expansion opportunities into SOEs, parastatals



5. Strengthen Administrative & Governance Measures

1. Review gaps & develop policies & guiding frameworks e.g.

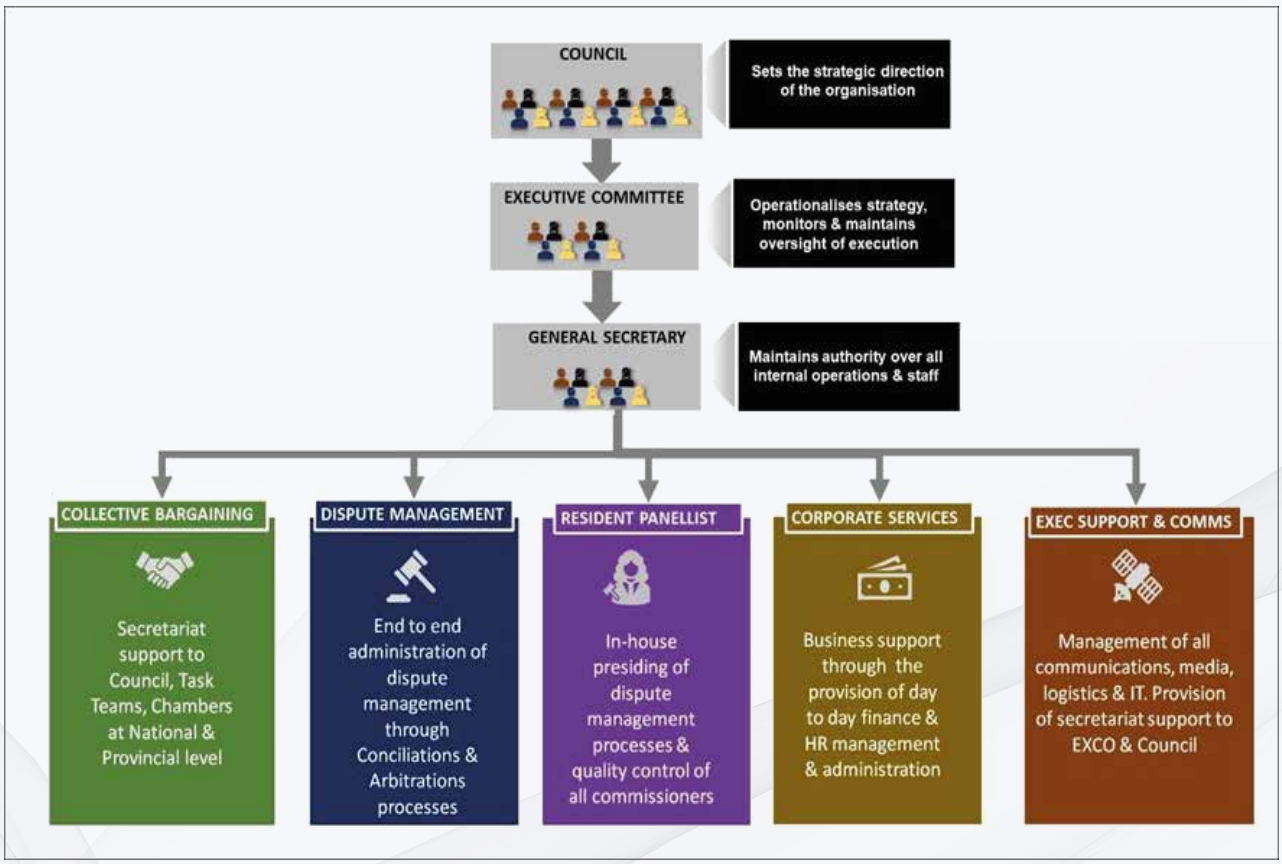
- IT policy
- Guiding framework for virtual online process
- Remote work

GPSSBC GOVERNANCE & ORGANISATIONAL STRUCTURE

The functions of the GPSSBC are governed and executed through a tiered, cascading structure comprising the Council, the Executive Committee, and the core operational organisation.

The Council plays a key role in ensuring the organisation's functionality by collectively directing GPSSBC's strategic direction, while meeting the appropriate interests of its key stakeholders – the Employer and Labour. As such, the Council consists of duly elected members representing the employer and all trade unions admitted to the Council. The Executive Committee is central to the operationalisation of the strategic direction set by the Council, through the definition of functional business plans and maintaining monitoring thereof. This ensures that there is considered oversight of the management of the GPSSBC.

The day-to-day operations of the GPSSBC are facilitated through an organisational structure comprising five key Business Units. The core function of collective bargaining is centralised in the Collective Bargaining Unit and supplemented in the Chambers which the GPSSBC supports. Similarly, dispute resolution is administered and managed through a consolidated Dispute Management Unit and is supported through an in-house Resident Panellist Unit. The support functions of finance and human resources are managed through the Corporate Services Unit, while all matters relating to marketing & communications, EXCO support, IT, and Logistics are funnelled through the Executive Support and Communications Unit.



5. MEMBERSHIP TO THE GPSSBC

As established, the parties to the Council are the State as employer and all trade unions admitted to the Council. Unions that meet the following criteria or threshold requirements may apply for admission to the Council:

(a) A registered trade union which meets the threshold requirement of 30 000 members.
(b) Two or more registered trade unions acting together as a single party (referred to as a combined trade union party), provided their combined membership meets the threshold requirement of 30 000 members.

The trade unions meeting these requirements in the GPSSBC are: Police and Prison Civil Rights Union (POPCRU), National Education, Health and Allied Workers Union (NEHAWU), and the Public Servants Association (PSA).

6. COLLECTIVE BARGAINING

Introduction

The purpose of the Labour Relations Act 66 of 1995, as amended, is to promote and facilitate orderly collective bargaining in the workplace and at the sectoral level. Collective bargaining serves as a means to ensure motivation, social recognition, respect, and dignity. It can help reinforce the commitments made by the Employer and Trade Union organisations to implement the core principles of public governance in democratic states. Additionally, it serves as an effective instrument for sound human resource management to enhance the quality of services provided to the public. The right to organise and engage in collective bargaining is closely connected to other fundamental workplace rights. It is a natural extension of the freedom of association and plays a constructive role in protecting workers, particularly those in vulnerable positions. It also contributes to the promotion of all fundamental rights, making it a crucial tool for ensuring non-discrimination and equality. This includes equal remuneration for men and women for work of equal value, embodying the guarantee of fundamental rights at work for all and promoting social justice in the world of work.

The Collective Bargaining Unit is responsible for various tasks, including but not limited to the following:

- implementing the provisions of the GPSSBC Constitution, carrying out relevant sections of the Governance Rules;
- ensuring the optimal administrative functioning of the various structures of the Council and Chambers;
- managing the logistics relating to all Council, EXCO, Provincial Chambers, National Chambers, Committees, and Task Team meetings;
- prepare a Year Planner for Council, Provincial Chambers and National Chamber meetings; and
- ensuring that decisions from respective meetings are communicated to relevant parties and having in place a follow-up system to ensure implementation.

The purpose of Provincial and National Chambers is to provide a conducive environment that expedites processes of information sharing, deliberations, consultation, and negotiation. These processes occur at the National Departments and Provincial Administration levels, respectively. As a result, the CBU is responsible for ensuring that the aforementioned purpose of the LRA is fulfilled.

The core mandate of the CBU is to maintain an enabling environment for collective bargaining, as noted in the Council's strategic objectives. To ensure the efficient functioning of Chambers, the CBU utilises the Governance Rules for Chambers, as outlined in Resolution 1 of 2012. Healthy collective bargaining typically follows the dialogue process or stages outlined below. Depending on the issue at hand, parties at the start of the collective bargaining process decide which route will be taken.

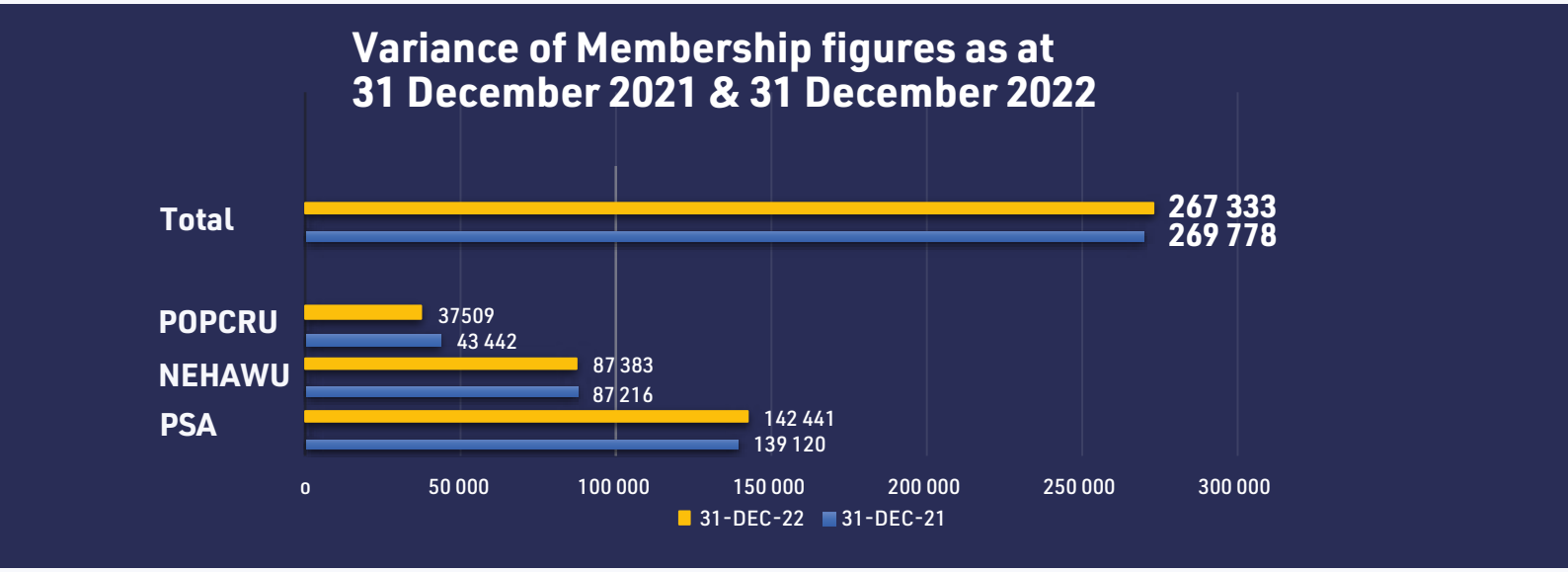


The CBU report reflects on the general state of collective bargaining in the General Public Service, including but not limited to workshops held, the number of meetings, agenda items, council interventions, and other key administrative processes related to collective bargaining.

Unionised Employees in the Sector

The membership figures of trade unions admitted to the Council are determined based on actual membership within the area of jurisdiction of the Chamber (as reflected by PERSAL figures), in proportion to the membership of all the trade unions admitted to the Chamber. These figures are as at 31 December of the previous year.

The graph below illustrates a variance of Departmental Bargaining Chambers Membership Figures of Unions as at 31 December 2021 and 31 December 2022.

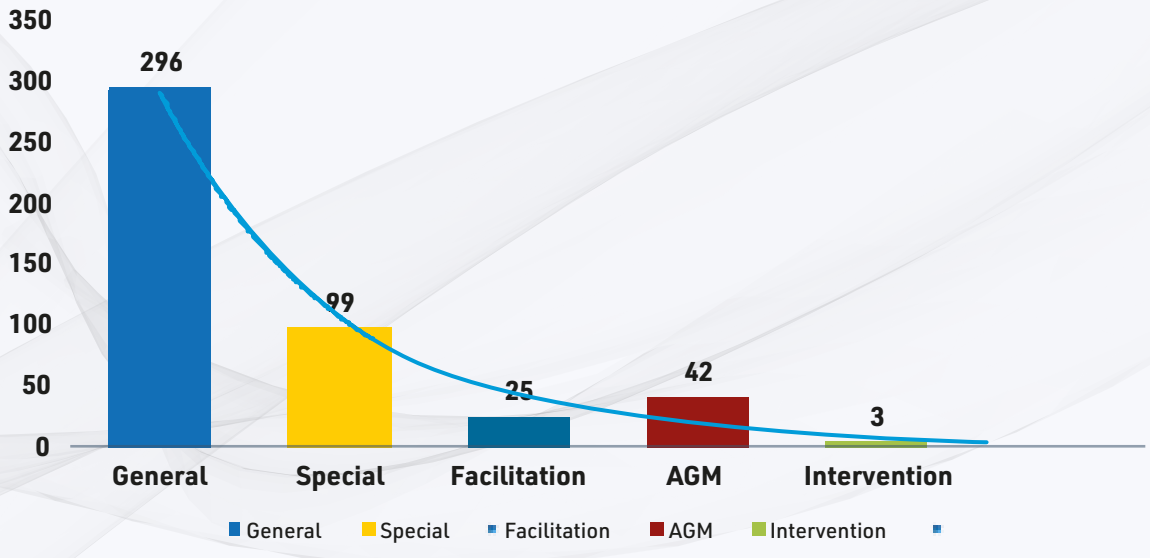


CHAMBERS OPERATIONAL REVIEW

National Departmental Chamber Meetings

In this reporting year, there has been a significant increase in the demand for bargaining on various issues by parties to the Chamber. The total number of actual meetings held over the past 12 months was 465, including General, Special, Facilitation, and Annual General Meetings. This averages out to approximately 39 meetings per month.

The graph below illustrates the types and number of meetings held:

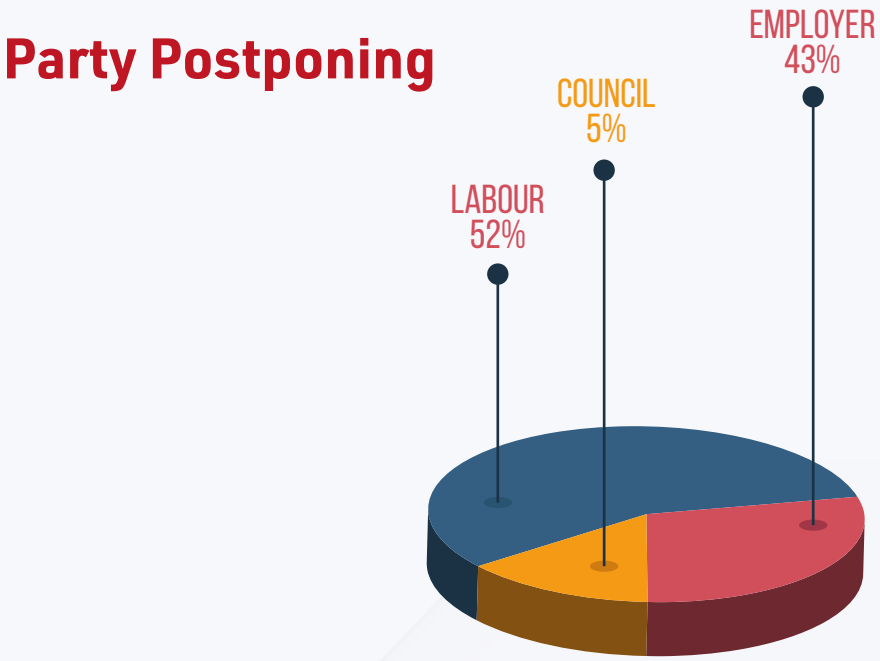


Postponements

The Governance Rules, as outlined in clause 13.7, provide for the postponement of meetings. A request for postponement should be submitted to the Secretariat and must be granted by either the Chamber chairperson or administrator, provided there is agreement from the Employer and a number of admitted Trade Unions representing a majority of votes on the side of Labour in the Chamber.

Postponements are primarily requested due to the unavailability of parties in the days leading up to a scheduled meeting. In this reporting period, there were one hundred and thirty-five (135) requests for postponements. Most of these requests came from Organised Labour (70), while the Employer accounted for (58) and the Council accounted for (07) postponements. The Secretariat granted most of the postponements for facilitation meetings and some in cases where the Council, due to other commitments, was not available to chair, and parties were not willing to either allow vice-chairpersons to preside or to elect a chairperson from among themselves.

The graph below illustrates responsible parties for postponements:



Despite the fact that Council typically incurs slight financial losses (such as catering, flights, car rentals, etc.), the biggest setback resulting from postponements is that matters remain on the agenda for an extended period of time. This can strain relations between parties and hinder collective bargaining.

MATTERS ON THE AGENDA

Issues of Mutual Interest

Chambers mostly dealt with both consultation and negotiation issues, and the following matters dominated the discussions:

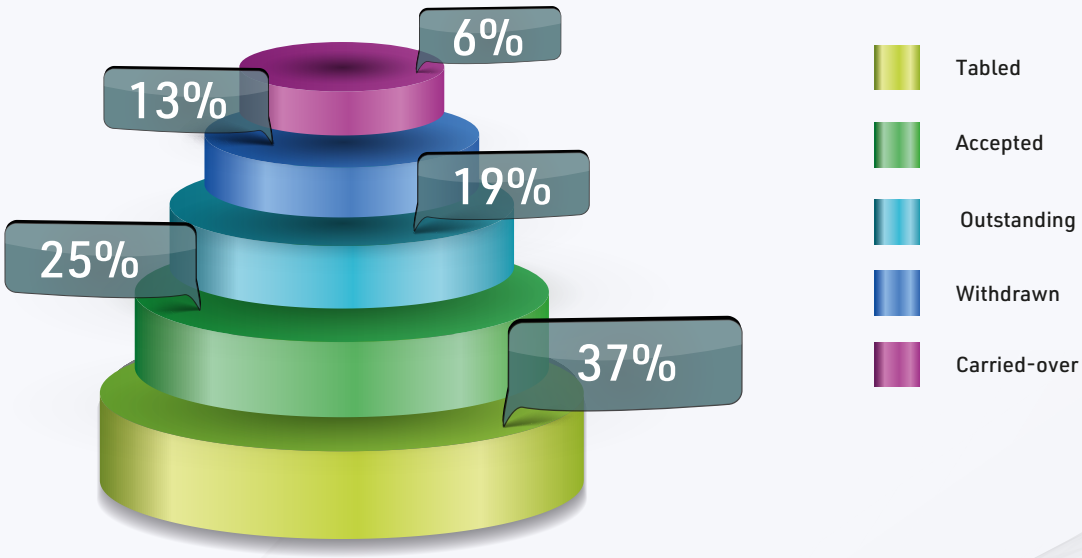
- OHS Compliance
- Restructuring/Realignment/Organisational Structure
- Filling of Vacant Posts
- Absorption of Contract Workers
- Implementation of PSCBC Resolution 3 of 2009
- Office Accommodation/Relocation of Departments
- Payment of Rewards/Incentives
- Implementation of GPSSBC Resolution 5 of 2014: Agreement on Recognition of Improved Qualifications
- Shift System
- Allocation of Parking
- Power Outages
- Collective Agreement for Security Officers

POLICIES

The following policies were common in our Departmental Bargaining Chambers:

- PMDS Policy
- Sexual Harassment Policy
- OHS Policy
- Recruitment and Selection Policy
- ICT Policies
- Remote Working Policy
- Bursary Policy
- Job Evaluation Policy
- Employment Equity Policy
- Overtime Policy
- Working Hours Policy
- Anti-Fraud and Corruption Policy

The chart below provides the average percentages of the policies dealt with during the reporting period.



COLLECTIVE AGREEMENTS

Chambers concluded the collective agreements below in the reporting period.

No.	Chamber	Agreement
1	Department of Water and Sanitation (DWS)	PMDS Construction Management
2	Department of Defence (DOD)	Migration of the Naval Base Station into Naval Base Durban
3	Civilian Secretariat for Police Service (CSPS)	Arrangement on Working Time for the Security Officers

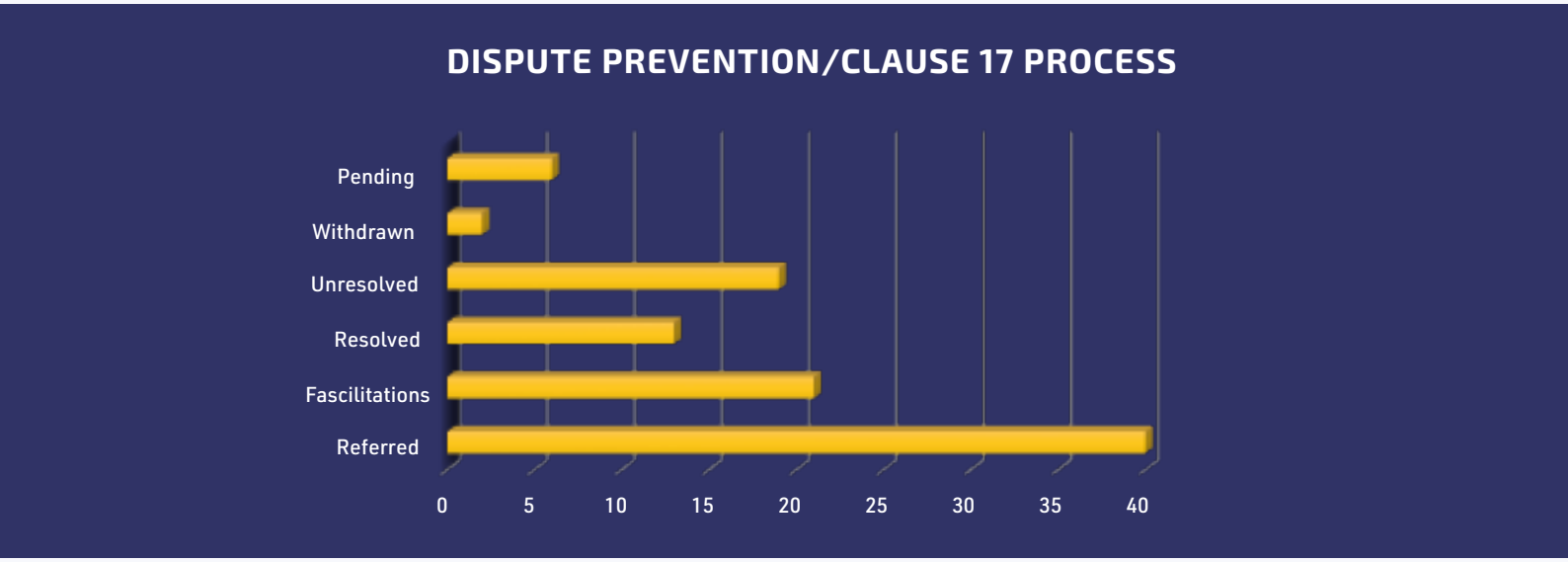
Dispute Prevention - Clause 17 of Governance Rules for Chambers

Background

Clause 17 of the Governance Rules (Resolution 1 of 2012) serves as a mechanism for preventing disputes arising from the Chamber agenda. It aims to achieve a facilitated or mediated settlement of deadlocks, providing a means to resolve matters in deadlock or dispute between parties that arise from the Chamber agendas before they are referred to Council for dispute resolution processes such as Conciliations and Arbitrations.

During this reporting period, there has been a slight decrease in facilitation meetings compared to the last financial year.
Issues on deadloctk
Issues on deadlock vary from chamber to chamber and were referred to Council for facilitations.

The chart below illustrates the number of referrals, resolved, withdrawn, pending, unresolved, and wherein parties reserved their rights.



Labour unions, both collectively and individually, have referred all the items for facilitation. It is also noteworthy that some issues that are facilitated and settled result from frustration on the part of referring parties. They claim that matters linger for an extended period on chamber agendas without notable progress.

What is particularly concerning is that the same parties who are alleged to be hindering progress at the Chamber level are often more than willing to offer settlements to issues once they reach the council level. Parties should always approach the collective bargaining structures of the Council with mandates and a willingness to negotiate on issues.

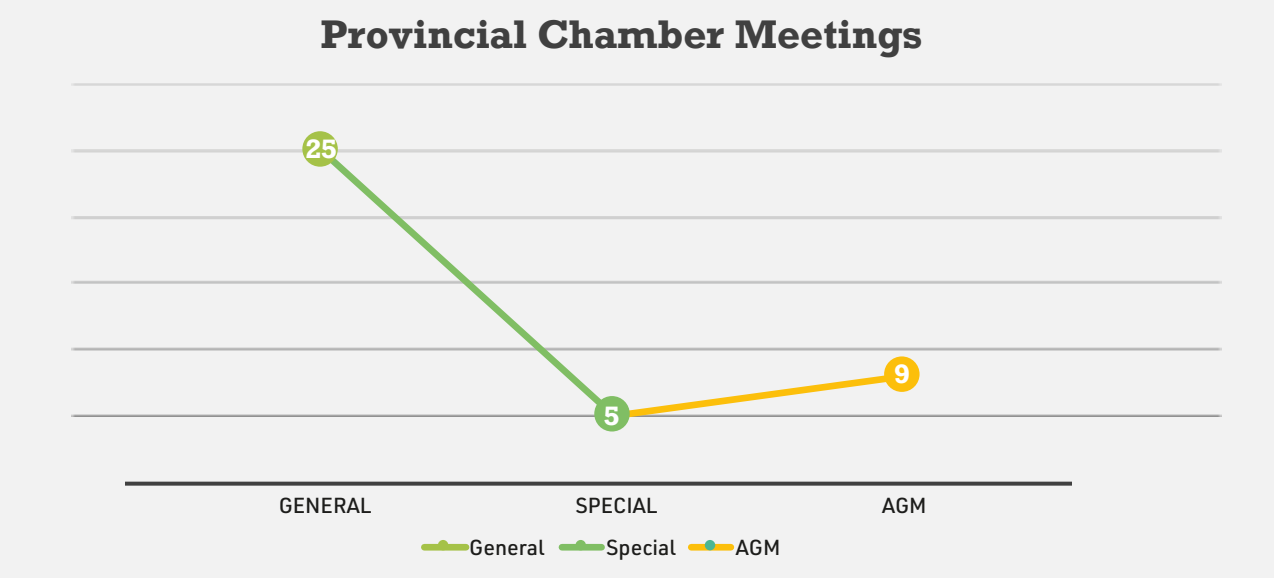
Provincial Administration Chambers

GPSSBC Resolution 3 of 2004 established Provincial Chambers within their respective operational scopes in all nine provinces.
The GPSSBC provides secretariat services to all provinces except for Free State and Limpopo, which receive services from the Employer in consensus with their Organised Labour counterparts.

GPSSBC Resolution 1 of 2012, an amendment to GPSSBC Resolution 2 of 2005, provides guidelines on the functioning of the provincial chambers.

A total of 39 chamber meetings took place, with only one meeting being postponed. The total number of provincial chamber meetings was thirty-nine (39), including special meetings. This figure has slightly decreased compared to the last financial year.

The graph below illustrates the types and number of meetings held.



ANALYSIS OF CHAMBER ITEMS IN PROVINCIAL CHAMBERS

LIMPOPO

NO.	ITEM	SPONSORED BY	STATUS/OUTCOME
1	Department of Transport & Community Safety consulting outside the GPSSBC-Chamber on Policy-related matters	NEHAWU	The matter was removed from the agenda, as it was finalised.
2	Relocation of Department of Transport district offices to Polokwane	PSA	The matter was withdrawn from the agenda, as it was dealt with and finalised outside the Chamber.
3	Relocation of Traffic Officers to the district office	PSA	The matter was withdrawn from the agenda, as it was with dealt and finalised outside the Chamber.
4	Minimum Requirement of Undergraduate Qualification – NQF Level 7 for Posts of Assistant and Deputy Director: Limpopo Provincial Treasury	PSA	The matter was still under consultation between Parties outside the Chamber, and feedback will be provided once finalised.
5	Provincial Treasury Proof of Travel/Destination Form	Employer	The matter was withdrawn from the agenda, as the Employer still has to work on the matter and will reintroduce it once it is finalised.
6	Provision of Uniforms: Limpopo Department of Economic Development, Environment and Tourism	PSA	The Employer had made an undertaking that it has secured sufficient funds to provide the uniform for field rangers by the end of the financial year, and the process of procurement was almost completed. Parties agreed that the matter be retained to monitor progress on it.
7	Job Evaluations for EMIS Employees	PSA	The issue of JE will be dealt with once the organisational structure has been signed by the relevant authorities and concurrence has been received from both Office of the Premier and the DPSA.
8	Application for Scheme B Vehicle Subsidy	PSA	The HOD had appointed the Adjudicating Committee to evaluate and make recommendations to the HOD regarding qualifying applicants for consideration. Parties agreed that the matter be retained to monitor progress on it.

NORTHERN CAPE

1	OHS Compliance and COVID-19 Regulations	Council	The item remains on the agenda for further reporting/discussions.
2	NC PTT Close-Out Report	Council	The matter was finalised and removed.

EASTERN CAPE

NO.	ITEM	SPONSORED BY	STATUS/OUTCOME
1	GPSSBC Resolution 5 of 2014	PSA	The item remains on the agenda for reporting in the next chamber meeting.
2	HROPT	PSA	The item remains on the agenda for reporting in the next chamber meeting.
3	OHS Compliance	NEHAWU	The item remains on the agenda for reporting in the next chamber meeting.
4	Unilateral Restructuring of Eastern Cape State Departments	NEHAWU	The item remains on the agenda for reporting in the next chamber meeting.
5	Legal Representatives in Disciplinary Hearing	PSA	TThe item was removed from the agenda, as the process has been finalised.

KWAZULU-NATAL

1	Departmental Task Teams Reports	NEHAWU	The matter was still under discussion between Parties
2	Renewal of the Organisational Structure (Department of Public Works)	Employer	The matter was still under discussion between Parties
3	Latest Developments on KZN Provincial Treasury Structural Alignment	Employer	The matter was still under discussion between Parties
4	Allegations of Nepotism, Victimisation, Threats and Unfair Treatment (Department of Public Works)	PSA	The matter was still under discussion between Parties
5	Creation of a Department of Sports, Arts and Culture	Employer	The matter was still under discussion between Parties
6	Business Case for Restructuring in the Department of Transport	Employer	The matter was still under discussion between Parties
7	Relocation and Transfer of Supply Chain Management (SCM) and Finance Staff Members from North Service Centre (Richards Bay) to South Service Centre (Cedara/Hilton)	Employer	The matter was still under discussion between Parties
8	The review of the Departmental Structure	Employer	The matter was still under discussion between Parties
9	Approval of the EDTEA Organisational Structure	Employer	The matter was still under discussion between Parties

KWAZULU-NATAL

NO.	ITEM	SPONSORED BY	STATUS/OUTCOME
10	Department of Transport Forensic Investigation	PSA	The matter was still under discussion between Parties.
11	Draft engagement Protocol/Terms of Reference of Departmental Forum between Management and Organised Labour (Department of Transport)	PSA	The matter was still under discussion between Parties.
12	Failure to consult Labour on Recruitment process for Traffic Officers RTI (Department of Transport)	PSA	The matter was still under discussion between Parties.
13	Office of the Premier Restructuring	NEHAWU	The matter was still under discussion between Parties.
14	Establishment of a Consultative/Departmental Task Team for new Department (Sports, Arts & Culture)	NEHAWU	The item was finalised and removed from the agenda.

GAUTENG

1	24/7 Shift System for Traffic Officers at Gauteng Department of Community Safety (Terms of Reference)	Employer	The item was referred to the facilitation process.

FREE STATE

1	OHS Compliance and COVID-19 Regulations (Workplan)	Council	The item remains on the agenda for further reporting/discussions.
2	GPSSBC Resolution 5 of 2014 (Agreement on Recognition of Improved Qualifications in the Public Service)	Council	The item remains on the agenda for further reporting/discussions.

WESTERN CAPE

1	Working Hours within Provincial Traffic	POPCRU	The item was referred to the facilitation process.

MPUMALANGA

NO.	ITEM	SPONSORED BY	STATUS/OUTCOME
1	OHS Compliance and COVID-19 Regulations (Workplan)	Council	The item was finalised and removed from the agenda.
2	GPSSBC Resolution 5 of 2014 (Agreement on Recognition of Improved Qualifications in the Public Service)	Council	The item remains on the agenda for further reporting/discussions.
3	Hostel Allowance (Department of Education)	NEHAWU	The item remains on the agenda for further reporting/discussions.

NORTH WEST

1	OHS Compliance and COVID-19 Regulations	Council	The item was removed from the agenda, as it was finalised.
2	Normal Working Hours (Ordinary Hours of Work)	NEHAWU	The item was removed given that Labour reserved its rights on the matter.
3	Non-Implementation of the Overtime Policy	NEHAWU	The item was removed from the agenda, given that it was subjudice.
4	Rest, Meal and Travelling	NEHAWU	The item was removed from the agenda, given that it was subjudice.
5	Failure to Implement S&T Policy	NEHAWU	The item was removed from the agenda, given that it was subjudice.
6	Communication and Consultation (Reshuffling Duty Roster) by Station Manager	NEHAWU	The item was removed, as it was finalised.
7	Nepotism and Favouritism	NEHAWU	The item was removed from the agenda, given that it was subjudice.
8	Discrimination and Victimisation	NEHAWU	The item was removed from the agenda, given that it was subjudice.
9	December Leave	NEHAWU	The item was removed from the agenda, given that it was subjudice.
10	The item was removed from the agenda, given that it was subjudice.	NEHAWU	The item was removed, as it was finalised.

NO.	ITEM	SPONSORED BY	STATUS/OUTCOME
POLICIES ITEMS IN PROVINCIAL CHAMBERS			
EASTERN CAPE			
1	Review of Recruitment & Selection Policy	Employer	The policy remains on the agenda for reporting in the next chamber meeting.
DETAILED ANALYSIS OF FACILITATION PROCESS FOR PROVINCIAL CHAMBERS			
NORTHERN CAPE			
1	Department Transport, Safety and Liaison: Unilateral Implementation of the Organisational Structure without conclusion of the Organised Labour facilitation through the office of OTP	PSA	The item was unresolved because Parties could not find each other at the facilitation; as a result, the aggrieved party (Organised Labour) envisioned/undertook to reserve its rights.
GAUTENG			
1	24/7 Shift System for Traffic Officers at Gauteng Department of Community Safety (Terms of Reference)	Employer	The item was referred to the facilitation process.

Council Intervention in Chambers

The Governance Rules for Chambers (GPSSBC Resolution 1 of 2012) state that Council may intervene in the operations of a Chamber if such intervention is deemed necessary.

During this reporting period, Council made several interventions in Chambers. These interventions include, among other things:

- facilitating engagement between parties;
- taking over the chairing of chamber meetings;
- conducting workshops on pertinent areas;
- offering written advice to parties upon request;
- observing the functioning of chambers by attending meetings; and
- facilitating and mediating settlements on deadlocks.

Out of fifty-two (52) Chambers, the Council provides chairpersonship for twenty (20) National Departments. The Departmental Bargaining Chambers in question include the following: Department of Trade and Industry, Department of Home Affairs, Department of Women, Youth and People with Disabilities, Department of Human Settlement, Department of Communications and Digital Technologies, Department of Basic Education, Department of Higher Education and Training, Government Printing Works, Statistics South Africa, Department of Mineral Resources and Energy, Office of the Chief Justice, Civilian Secretariat for Police, Department of Employment and Labour, Department of Small Business and Development, Centre for Public Service Innovation, Government Pensions Administrative Agency, Department of Public Works and Infrastructure, Further Education and Training Collective Bargaining Unit, and Department of Agriculture, Land Reform, and Rural Development.

Council was also invited by several Chambers to either conduct workshops, provide facilitated engagements between parties, or advise parties on issues of mutual interest.

Challenges in Collective Bargaining

The following are some of the notable challenges identified during this reporting period:

- lack of understanding of Chamber's role and non-compliance with its procedures;
- lack of mandate and commitment by parties;
- non-implementation of Chamber decisions;
- issues remain on the Chamber agenda for a protracted period of time;
- non-functioning of Task Teams that fail to finalise issues; and
- parties influenced by political issues and directly or indirectly undermine the Chamber's role, protocols, and processes.

Recommendations:

- Council should monitor Chamber's functionality and performance.
- Parties should revive and improve the functioning of Labour and Employer caucuses.
- Parties should commit to consistency of representation that is properly mandated.
- Parties should convene priority joint workshops to address interpretation and implementation issues after signing of a Collective Agreement.
- Chambers should ensure that there is no deviation from Collective Agreements during implementation.
- Chambers should adopt a flexible approach, while improving capacity to expand knowledge of negotiations and develop bargaining skills.
- Council should develop/improve parties' negotiation skills through joint training.

7. DISPUTE MANAGEMENT

Introduction
The primary function of the Council is to execute its legal mandate, which involves preventing and managing labour disputes within the Public Service in a fair and equitable manner. This mission aims to advance economic development, social justice, labour peace, and the democratisation of the workplace.

The Unit operates with legislative authority to carry out its role as conferred in sections 52 and 127 of the Labour Relations Act 66 of 1995 (as amended). This is done in conjunction with provisions enshrined in the Bill of Rights and the Constitution of the Republic of South Africa, 1996.

Pandemic Implications
The global trends have swiftly evolved due to untimely events such as pandemic disruptions such as COVID-19 and loadshedding. These events have necessitated changes and the adoption of a hybrid model for conducting hearings by the Council. This approach allows for flexibility in its hearing processes, enabling hearings to be conducted both virtually and physically to accommodate parties in various circumstances. It also aims to address the impact of socio-economic challenges affecting everyone in the country, such as travel costs, load shedding, and COVID-19.

Cost Management
To mitigate the rising costs of dispute resolution, the Council introduced and adopted a "Cap" measure, limiting the number of cases to be scheduled monthly. This approach eliminates the open-ended scheduling of matters as they are received, reducing it to 300 matters per month to date.

This cost management measure implies that matters are scheduled months in advance for hearings, necessitating a review of rules and service level agreements (SLAs) to ensure the efficient utilisation of allocated dates. Review presentations are submitted for Council's consideration.

The Council seeks subsidies from the CCMA for finalised and issued awards, helping to mitigate dispute-related costs.

Additionally, the Unit handles review processes in-house and appears as necessary under s161 of the LRA. It manages compelling applications or the filing of records of proceedings, rather than outsourcing these functions to legal firms.
KPAs for the Unit:

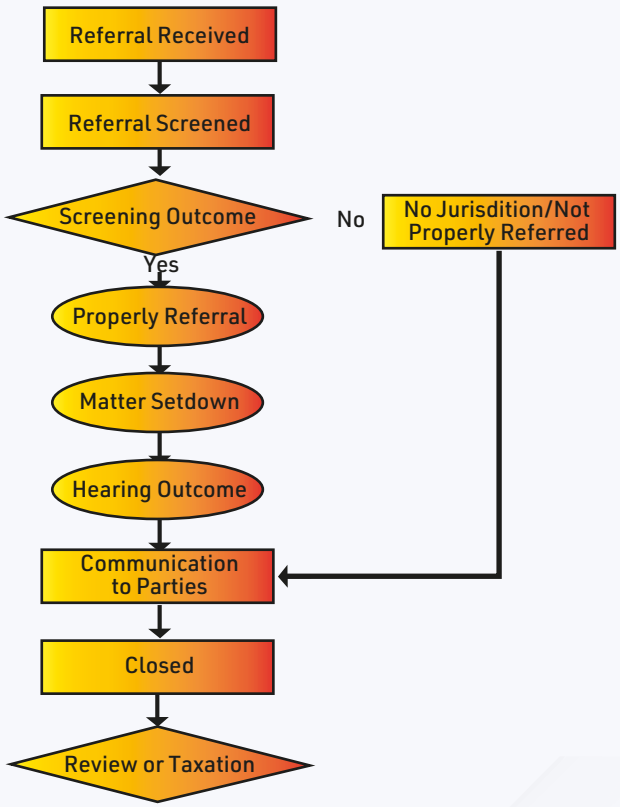
- Continuously review and strengthen the Dispute Resolution Rules and Procedures for greater effectiveness, including standard operating procedures.
- Enhance and invigorate the improvement of the outcomes of the conciliation process.
- Advance the constitution and rules of the Council to ensure the enforcement of collective agreements.
- Enhance dispute prevention strategies through training and communication, among other methods.
- Integrate and incorporate technology into the Dispute Resolution Administration process (Integrated Management System).
- Contribute significantly to the establishment of a professional body for Dispute Resolution Practitioners.

Day-to-day imperative activities of the Unit entails:

- Indexing and handling correspondences for the Council
- Screening received referrals
- Scheduling/rescheduling of cases
- Amending Dispute Resolution Rules
- Enhancing Standard Operating Procedures
- Managing Postponements
- Handling Outcomes
- Managing various applications
- Performing Management of Panellists
- Ensuring the availability of Interpreters for hearings
- Liaising and providing Statistics to CCMA
- Handling notice of motions for review applications
- Managing and administering records of proceedings
- Filing notices of compliance/explanatory affidavits with Labour Courts
- Managing notices of motions and applications
- Representing in LC costs compelling applications in LC
- Making applications for the Enforcement of Contempt Rulings in LC (s142)
- Ensuring the implementation of court judgements
- Monitoring and analysing awards on review
- Ensuring the quality control of outcomes
- Conducting conciliation hearings
- Managing Taxation processes
- Handling Reconstruction hearings
- Addressing complaints/enquiries/walk-ins, etc.

Dispute Workflow

The model is fitting for confirming and monitoring of roadmap stages.



The workflow model is aligned with dispute resolution processes as per the Act and is convenient for monitoring the progression of cases.
Allocation of Cases in the Unit
The Unit operates in a Case Cycle System through Workstation formations.
Processes are streamlined, following their respective Workstations.
The allocation of cases to commissioners is centralised within five scheduling Workstations for setting down matters.

The following features are taken into consideration for allocation and scheduling:

- Nature of the dispute
- Complexity of the matter, which also influences the calibre of the Commissioner to be allocated
- Matters identified as red-lined through screening receive special attention by allocating them to the most experienced commissioners
- High Profile/Senior Personnel with sensitive and complicated cases are allocated to the most experienced Commissioners
- Cases are allocated evenly among commissioners, taking into account their availability and performance
- Timelines are considered when allocating cases
- The geographic origin of the disputes is also taken into consideration

The Unit Composition
The Unit configuration is in three Workstreams: -

- **Pre-Process**

A pre-verification stream is primarily involved in indexing and screening all correspondences received by the Council for jurisdiction and distribution. The stream further attends to preliminary issues related to new referrals and ensures timely scheduling of conciliation and disciplinary hearing processes.

- **Mid-Process**

Primarily focused on processing arbitrations and disciplinary hearings for rescheduling. Administration of postponements, subpoenas, cancellations, interpreters, hearing logistics, etc. The link stream connects the Pre and Post processes to ensure the seamless progression and finalisation of the matters.

Post-Process
The stream is responsible for enforcing SLAs with Panellists, monitoring daily outcomes reports, applications, rulings, awards, taxations, record management, reviews, reconstructions, etc.

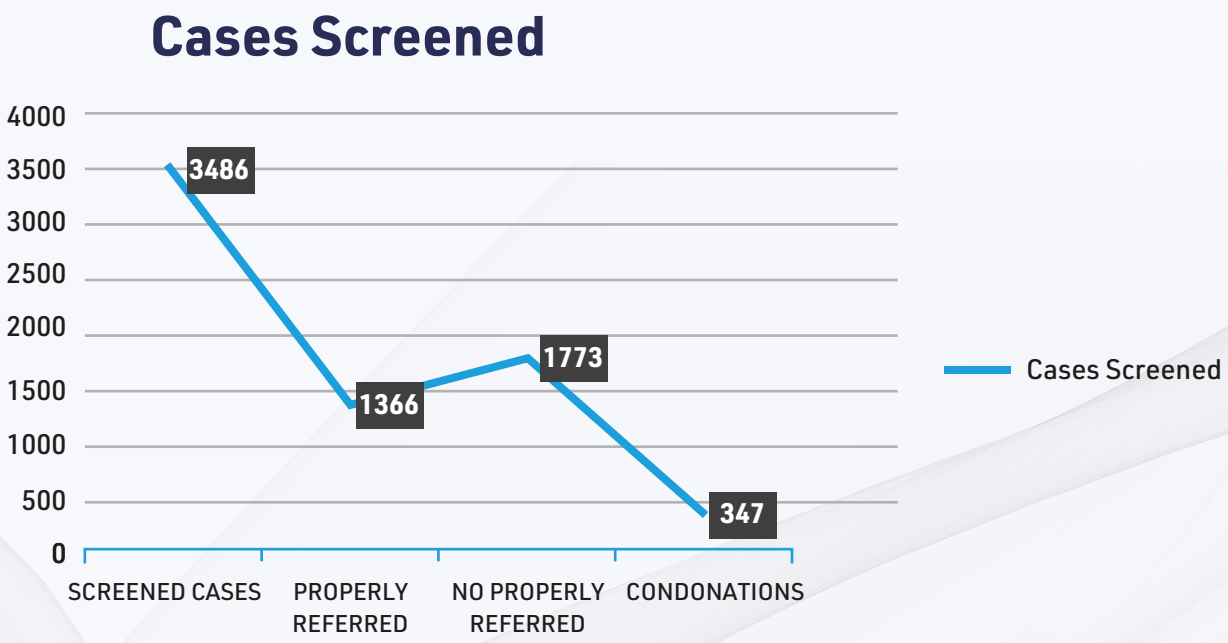
Statistical Report
NB: During February 2023, the Council suffered a cyber-attack that left it without access to its data and records. A force majeure was implemented, suspending dispute resolution operational functions for a period of 30 days until the 3rd of April 2023. This setback affected the integrity and accuracy of our data, consequently impacting this report.

Pre-Process
NB: The report excludes statistics for the force majeure period, which occurred during mid-February and March 2023.
Correspondence received

A total of 21 411 pieces of correspondence were received, including faxes, emails, and hand-delivered documents.
Cases screened

A total of 3 486 cases were screened, including forms of conciliation referrals, disciplinary inquiries in terms of s188A, and Resolution 1 of 2003 applications. Out of these, 1 366 were properly referred, 347 were condonation cases and other preliminary applications, and 1 773 were not properly referred.

Table: Screened Cases



Acknowledgement and other letters
A total of 4 464 letters were sent to parties. These letters included acknowledgement letters, letters regarding missing information on referral forms, and letters indicating no jurisdiction, among others. Cases are scheduled once the required information is received.

Referrals for Conciliation
A total of 1,366 new referral applications for conciliations were submitted to the Council.

Condonation rulings and other rulings
A total of 347 rulings were decided by commissioners and distributed to the respective parties. In cases where condonation is granted, they are scheduled for conciliation or arbitration accordingly. Other rulings include joinder applications and consolidation applications.

Referrals for Arbitration
A total of 1 225 new arbitrations were received, out of which 1 034 were found to be properly referred cases. These are the cases that will be scheduled for the first arbitration hearing and they exclude rescheduled arbitrations.

Requests for Certificates
Conciliations are conducted in compliance with the legislative requirements of the LRA and Resolutions. Section 135 of the LRA provides that when conciliation has failed, or at the end of the 30-day period or any further period agreed between the parties:

(a) the commissioner must issue a certificate stating whether or not the dispute has been resolved;
(b) the commissioner must serve a copy of that certificate on each party to the dispute or the person who represented a party in the conciliation proceedings; and
(c) the commissioner must file the original of that certificate with the Commission.

A total of 08 certificates were requested by parties and issued. These are cases where a party foresees no prospect of settlement before a case is scheduled for conciliation or after the expiry of 30 days.

Disciplinary cases and enquiry in terms of section 188A
A total of 05 new disciplinary inquiries in terms of section 188A were referred by the parties and are accordingly scheduled. These are allocated a date of hearing once the Council receives proof of payment, confirmed by our Finance Unit.

Issued Set Down notices
A total of 4 703 individual notices of set downs were issued for cases scheduled for their first-time hearing. These notices were sent to parties and commissioners. On average, four notices of set downs are issued per case, depending on the requirements of the parties. These notices include email notices and faxed notices, and notifications are also sent via SMS.

Pre/Conciliation Hearings
A total of 1 361 hearings were conducted, including conciliations, disciplinary cases (5) in terms of section 188A, and Resolution 1 of 2003. Conciliations were conducted virtually. These hearings also include cases where the commissioner established that the Council does not have jurisdiction, cases not properly referred, withdrawals, and points in limine, among others.

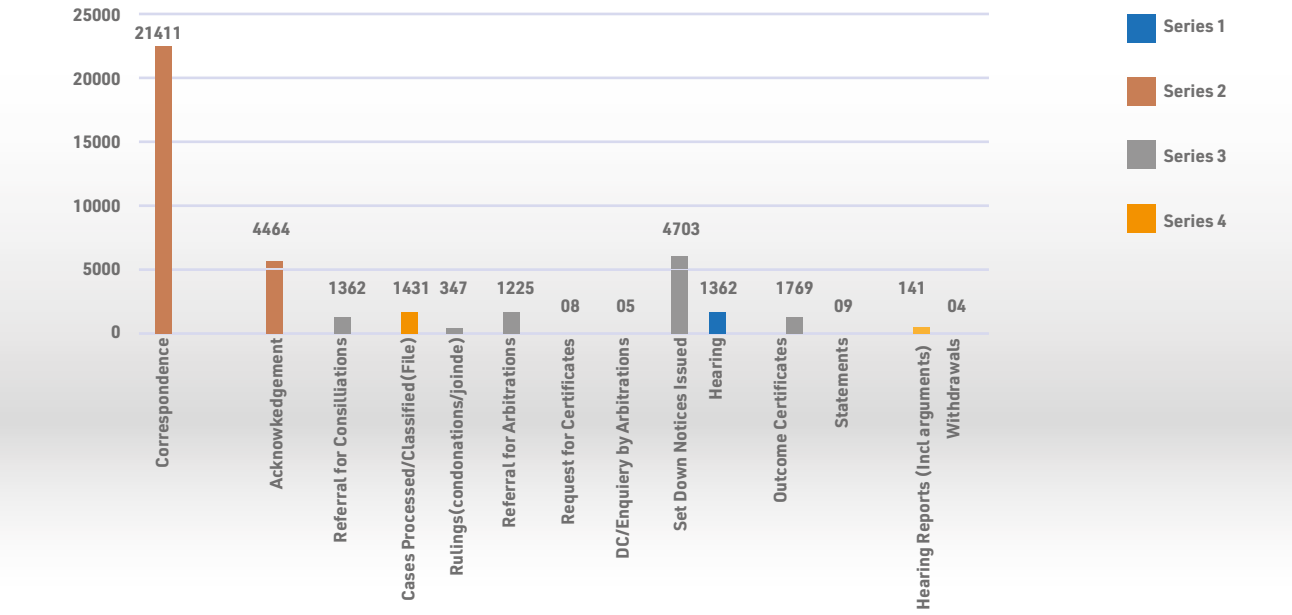
Outcome Certificates
A total of 1 769 outcome certificates were issued by commissioners. This includes certificates issued at hearings and those issued manually by the Council in terms of section 135(a)
.

Settlements
A total of 09 cases were settled at conciliation. These are cases settled either before a conciliation hearing or after the conclusion of a conciliation hearing, amounting to 0.005% of the referred conciliations.

Hearing reports and arguments
A total of 171 outcome reports were issued after the conclusion of the conciliation hearings and disciplinary inquiries in terms of s188A. These reports include arguments filed by parties relating to issues emanating from these hearings.

Withdrawals
A total of 04 cases were withdrawn by the applicants. These are cases withdrawn either before or after the conclusion of the conciliation hearing.

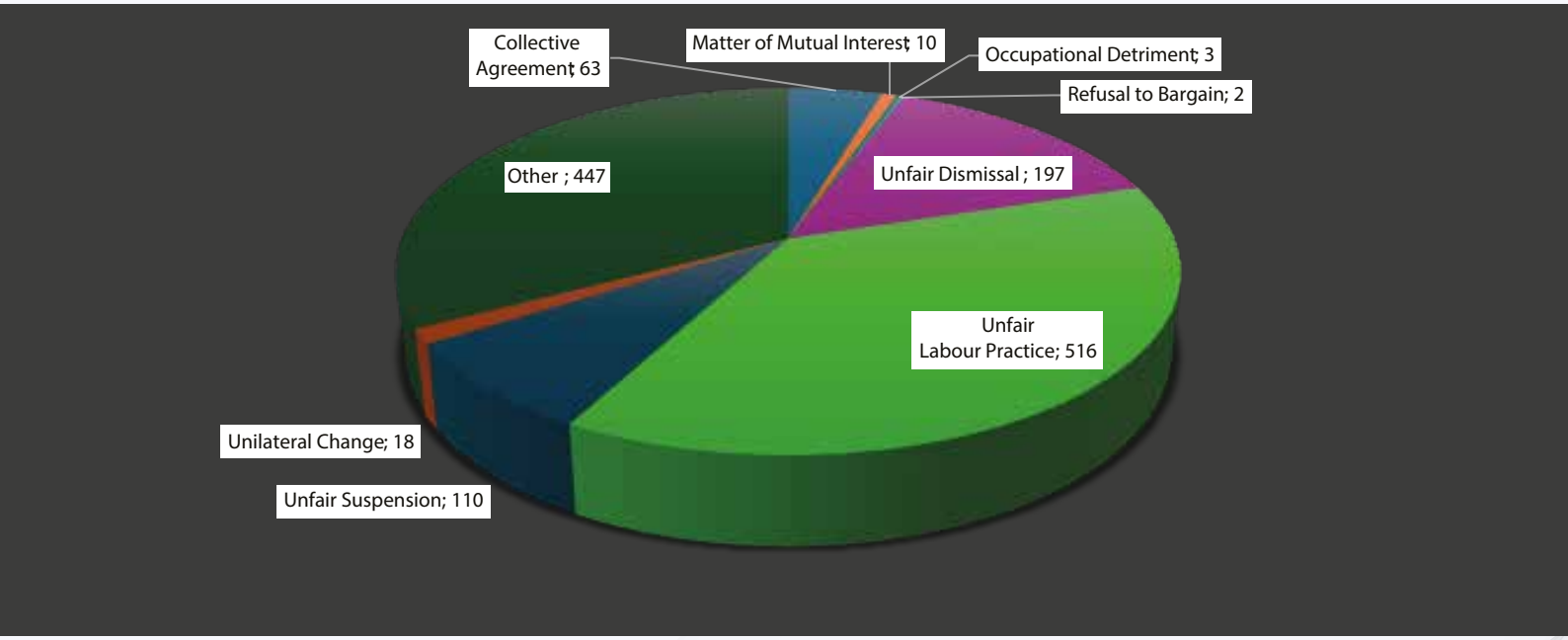
Figure: Processed Correspondences



Breakdown of referred case by Issue

The following is a reflection of the nature of disputes as referred:
Collective Agreement: 63; Matter of Mutual Interest: 10; Occupational Detriment: 03; Refusal to Bargain: 02; Unfair Dismissal: 197; Unfair Labour Practice: 516; Unfair Suspension: 110; Unilateral Change: 18; and Others: 447.

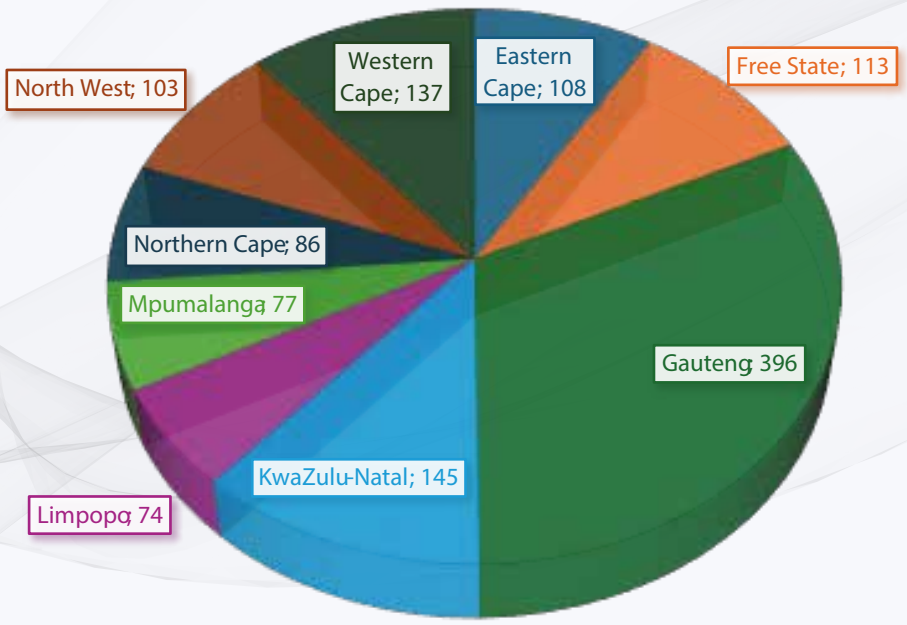
Figure: Cases by Issue



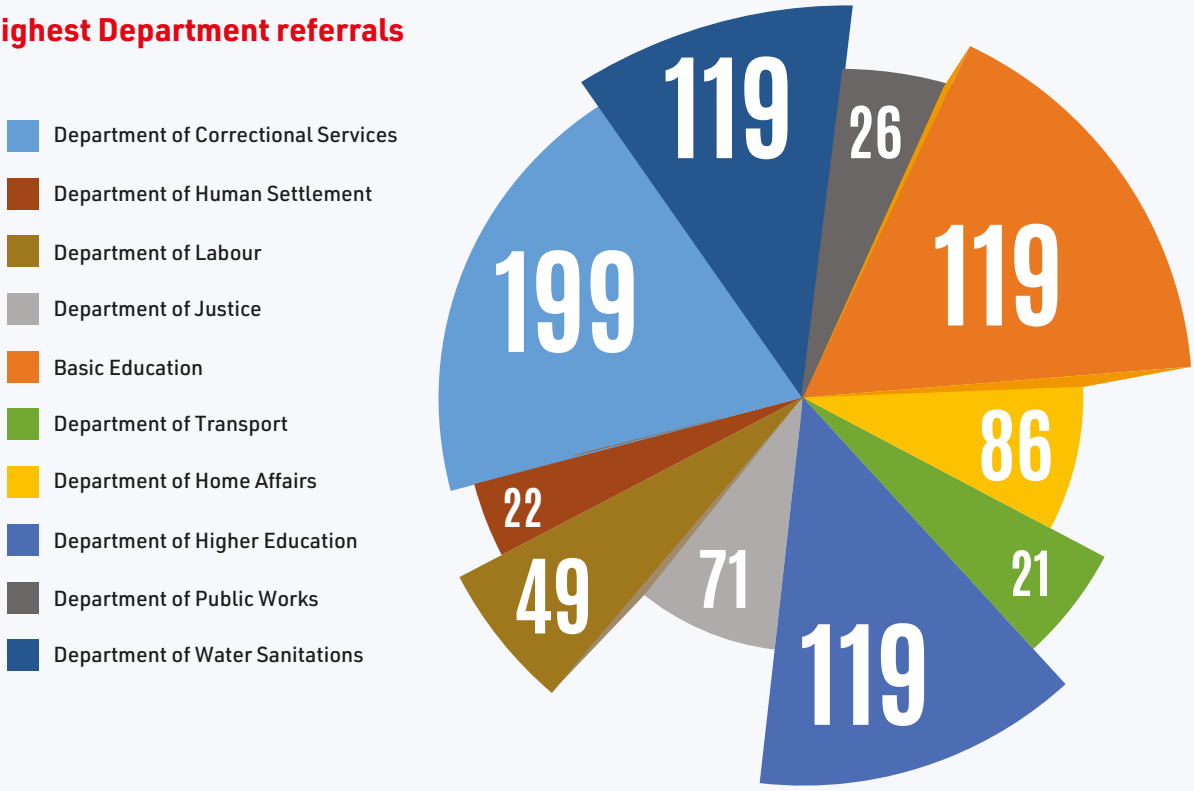
Breakdown of referrals per Province

Eastern Cape: 108; Free State: 113; Gauteng: 396; KwaZulu-Natal: 145; Limpopo: 74; Mpumalanga: 77; Northern Cape: 86; North West: 103; and Western Cape: 137.

Figure: Referrals per Province

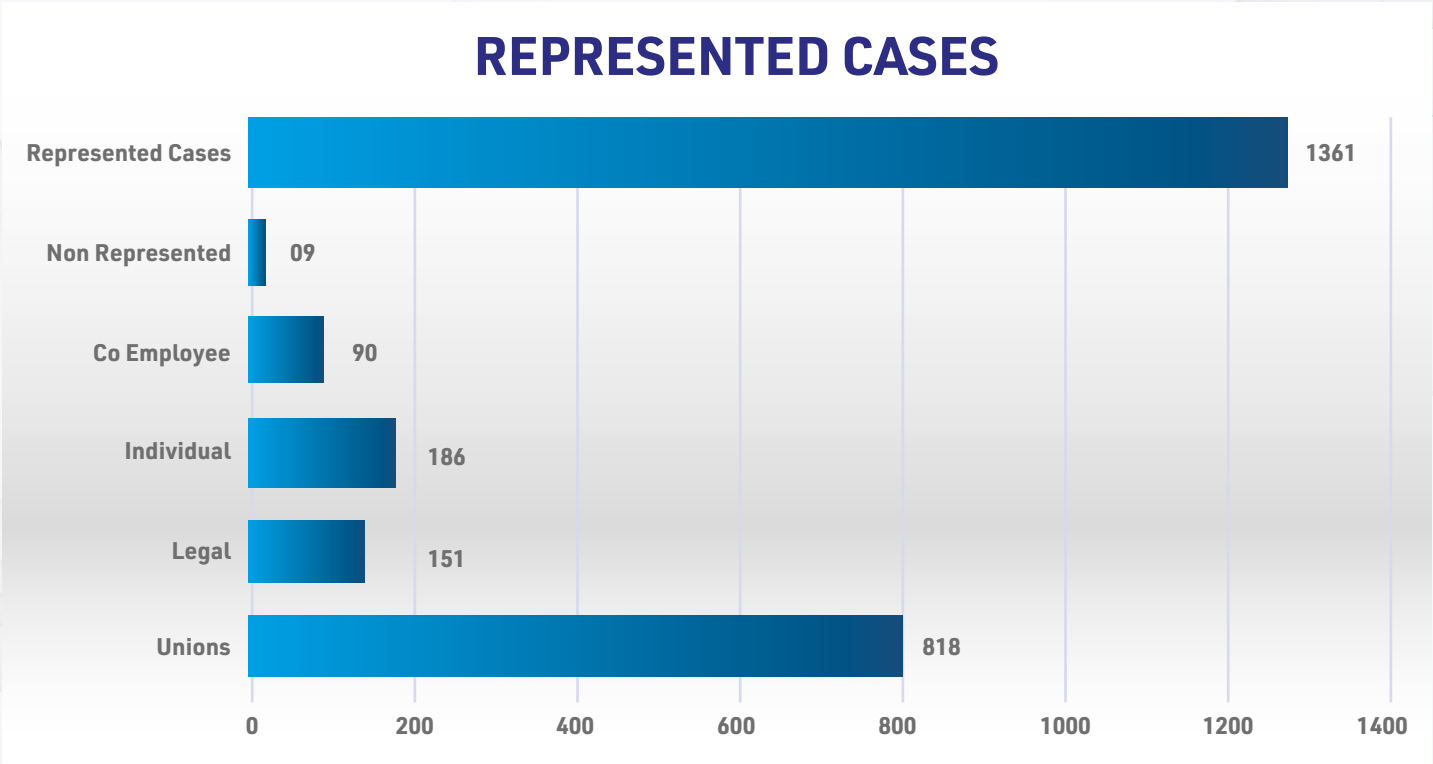


Highest Department referrals



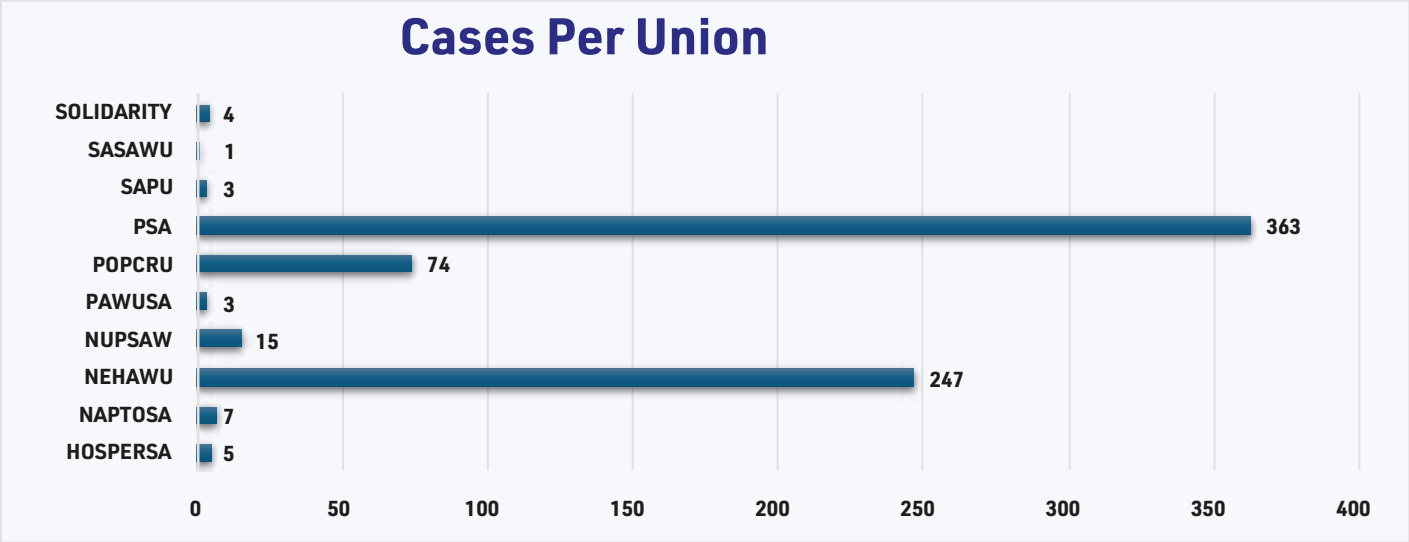
Represented cases
From the 1 361 set hearings, 09 were not represented, while 90 were represented by co-employees, 186 were represented by individuals (self-representing), 151 were legally represented, and 818 had Union representatives. In 107 cases, the representatives were not indicated.

Figure: Representation in Cases



List of cases referred per Union

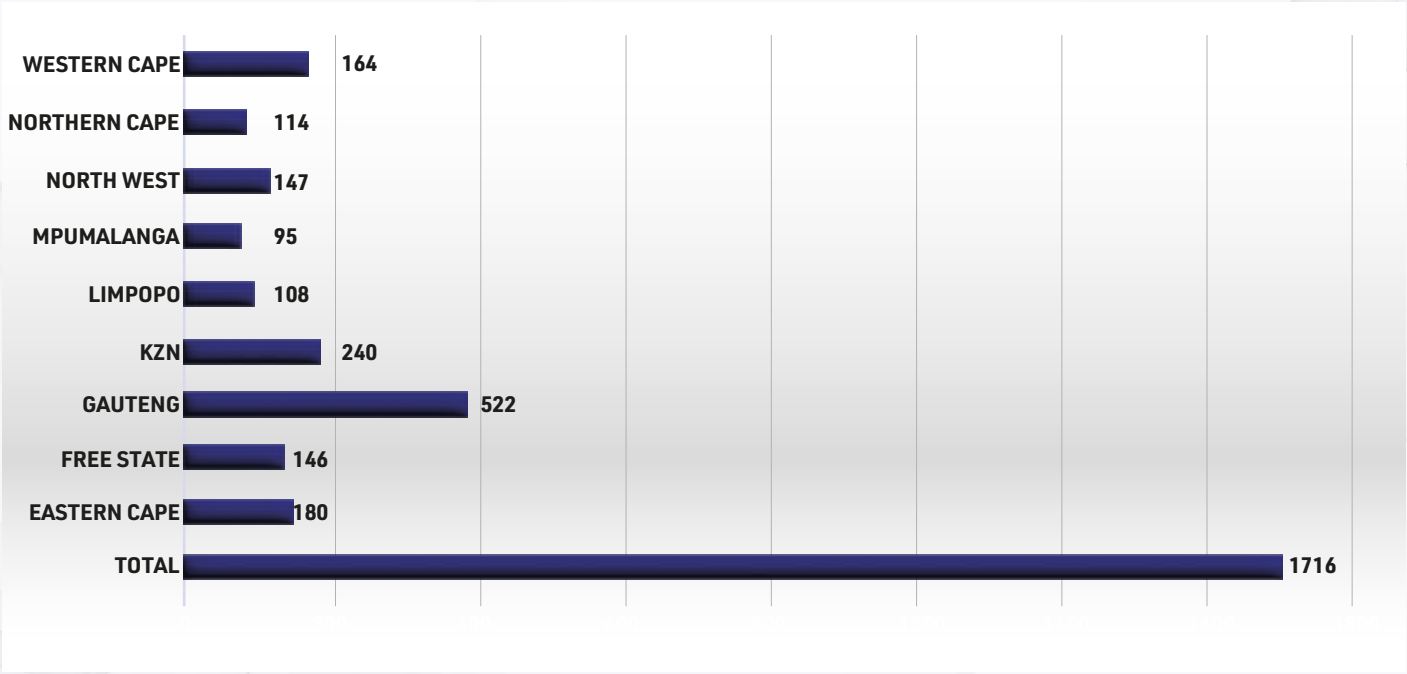
This is a reflection of breakdown of cases per Unions as referred.
HOSPERSA = 05; NAPTOSA = 07; NEHAWU = 247; NUPSAW = 15; PAWUSA = 03; POPCRU = 74; PSA = 363; SAPU = 03; SASAWU = 01; and SOLIDARITY = 04.



Mid-Process Stream (Arbitrations)

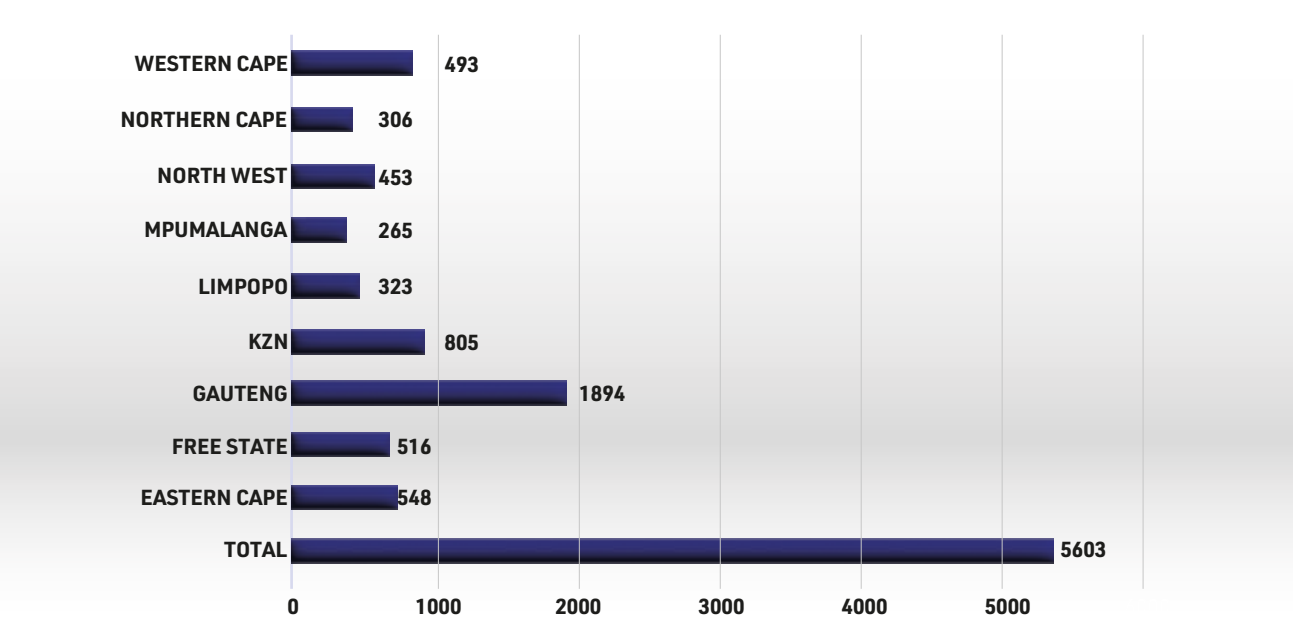
The following table summarises the total number of scheduled arbitrations (set downs) per Province. During the financial year, 1 716 matters were set down.

Figure: Arbitrations set downs per Province



Hearing days per Province
The scheduled 1 716 matters are equal and composed of 5 603 hearing days in the current financial year. Gauteng recorded the highest number of hearing days at 1 894, followed by KwaZulu-Natal and Eastern Cape with 805 and 548, respectively.

Figure: Hearing Days Per Province



Other scheduled processes
Other facilitated hearings are disciplinary hearings in terms of Resolution 1 of 2003 and s188A.

Figure: Disciplinary Hearings Per Province

INQUIRY IN TERMS OF SECTION 188A	INQUIRY IN TERMS OF SECTION 188A	DISCIPLINARY HEARINGS
EASTERN CAPE	02	00
FREE STATE	01	00
GAUTENG	04	05
KWAZULU-NATAL	00	00
LIMPOPO	01	00
MPUMALANGA	01	00
NORTH WEST	01	00
NORTHERN CAPE	00	01
WESTERN CAPE	00	00

ADMINISTRATIVE TASKS

Postponements

Two hundred and sixty-four (264) postponement applications were administered, of which 196 were compliant with rules and granted, while 68 were not compliant and therefore not granted and refused. While postponements are a legitimate part of the process, if they are abused, they can become impediments and significant contributors to lengthy processes and the high costs associated with dispute resolution management.

Unwarranted postponements undermine the key objective of ensuring speedy resolutions to disputes. Costly postponements include adjournments during hearings due to various reasons that parties advance, such as claims of improper service.

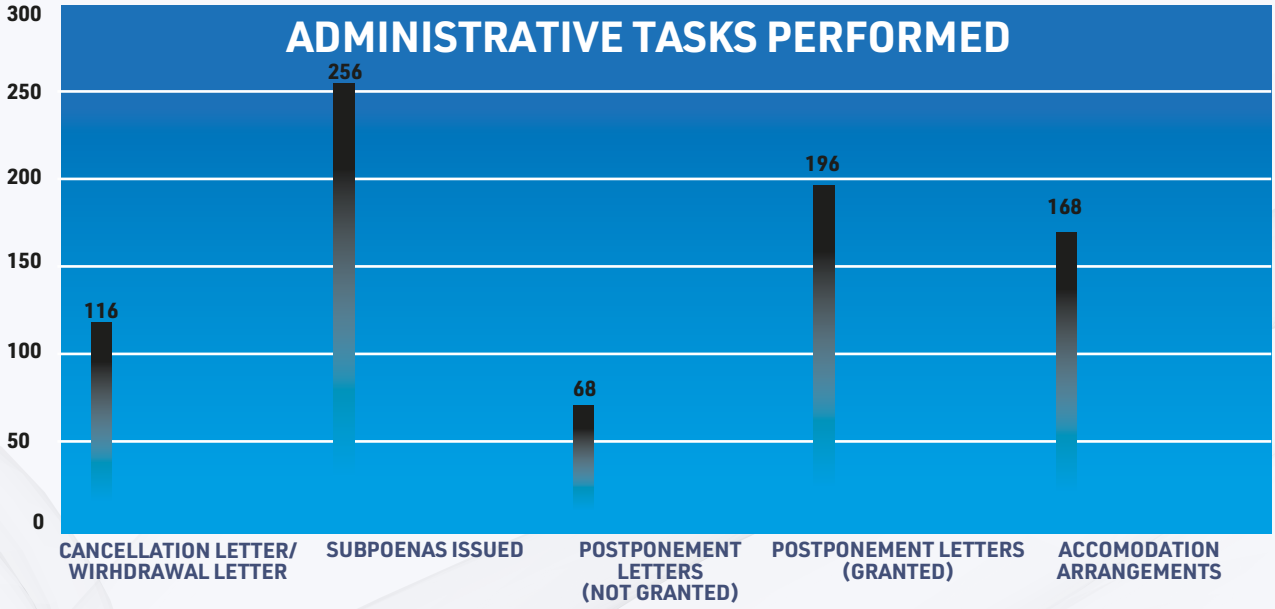
The Unit continues to monitor and work closely with commissioners to ensure ensure that matters are postponed only for justifiable and substantiated grounds.

Cancellations/withdrawals
One hundred and sixteen (116) cancellations/withdrawals were processed due to factors such as non-availability of commissioners, illness, system failures, etc.

Subpoenas
Two hundred and fifty-six (256) subpoenas were also issued in accordance with s142 of the LRA and the GPSSBC Rules.

Accommodation and travelling arrangements
One hundred and sixty-eight (168) travel arrangements were processed, which is slightly higher compared to last year.

Figure: Administrative Tasks Performed



SERVICE PROVIDERS

Panellists
They are a primary resource providing dispute resolution services to the Council, serving as the coal-face of dispute resolution and representing the face of the Council. The principal requirement to qualify as a panellist is to be CCMA-accredited, in accordance with the terms set by the CCMA for accreditation by a Council.

The Council has entered into a Service Level Agreement with all its Panellists to regulate relationships, payments, and performance.

Table: Total of Panellists Per Province

PROVINCE	PROVINCE
EASTERN CAPE	32
FREE STATE	10
GAUTENG	60
KWAZULU-NATAL	43
LIMPOPO	18
MPUMALANGA	08
NORTH WEST	08
NORTHERN CAPE	05
WESTERN CAPE	23

Interpreters
Interpreters play a crucial role in dispute resolution processes, ensuring the advancement of meaningful social justice in our proceedings. The SLA has been drafted and processed and is awaiting adoption by the Council.

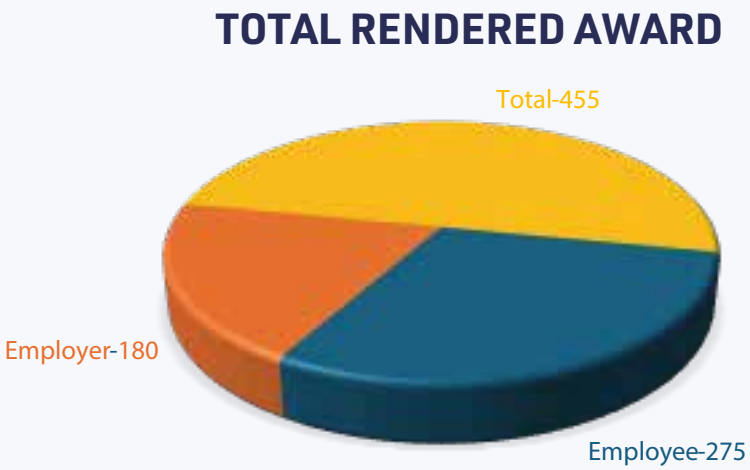
Table: Total of Interpreters Per Province

PROVINCE	PROVINCE
EASTERN CAPE	18
FREE STATE	09
GAUTENG	38
KWAZULU-NATAL	32
LIMPOPO	11
MPUMALANGA	08
NORTH WEST	09
NORTHERN CAPE	06
WESTERN CAPE	14

THE POST-PROCESS STREAM

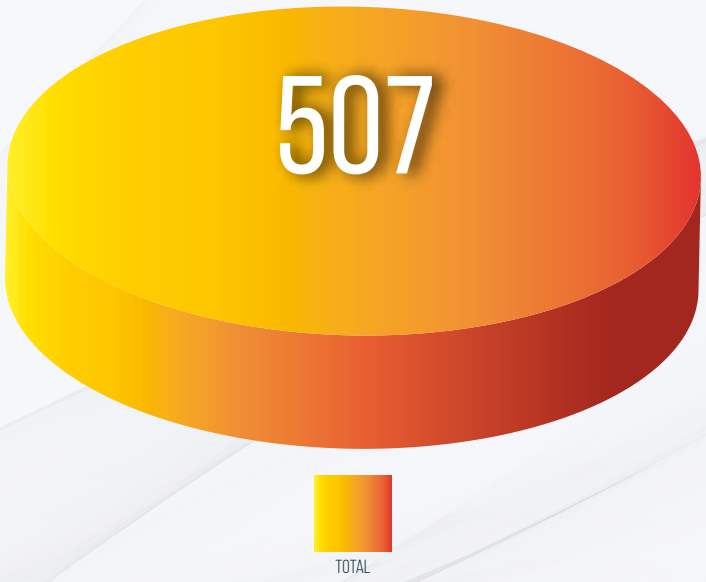
Arbitration awards rendered
During the current financial year, 455 awards were issued, with 180 in favour of employees and 275 in favour of the employer.

Figure: Total Rendered Award



Arbitration rulings issued
During the current financial year, 507 arbitration rulings were issued, consisting of jurisdictions, postponements, dismissals, joinders, consolidations, contempt, recusals, and disclosure of information.

Figure: Arbitration Rulings



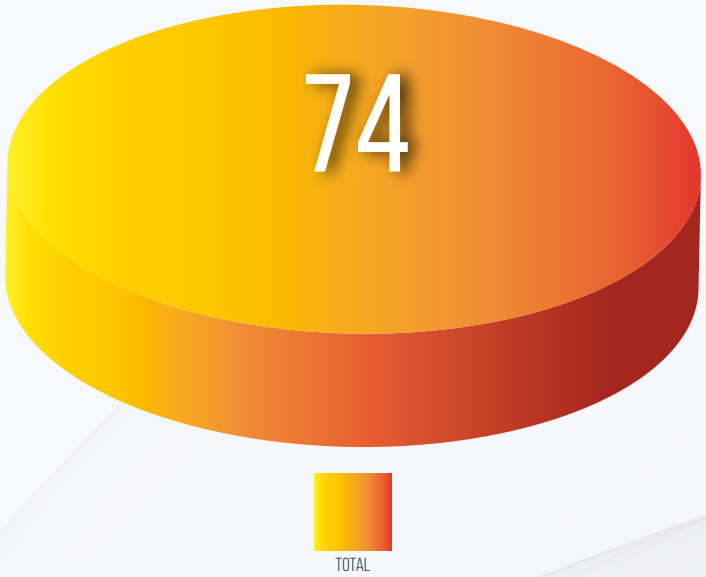
Applications
For the current financial year 212 applications were filed with the Council. The following table shows the total number of applications received and processed

Table: Applications

TYPE OF APPLICATIONS	TOTAL
Enforcement (s 143)	107
Rescission and variation	88
Taxation	3
Section 142A	14
TOTAL NUMBER OF APPLICATIONS	**212**

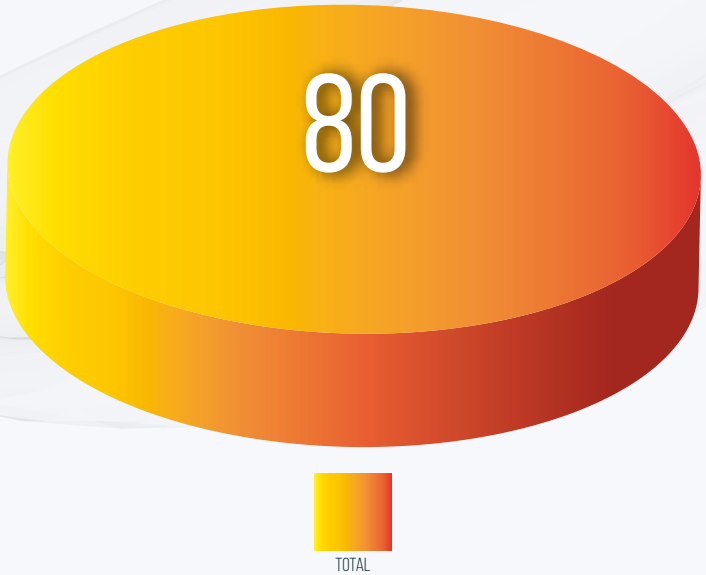
Settlements from Arbitration
Seventy-four (74) cases are recorded as outcome settlement from arbitration hearings in the current financial year.

Figure: Settled Cases



Withdrawn Cases
In the current financial year, eighty (80) cases were reported as withdrawn by the applicants.

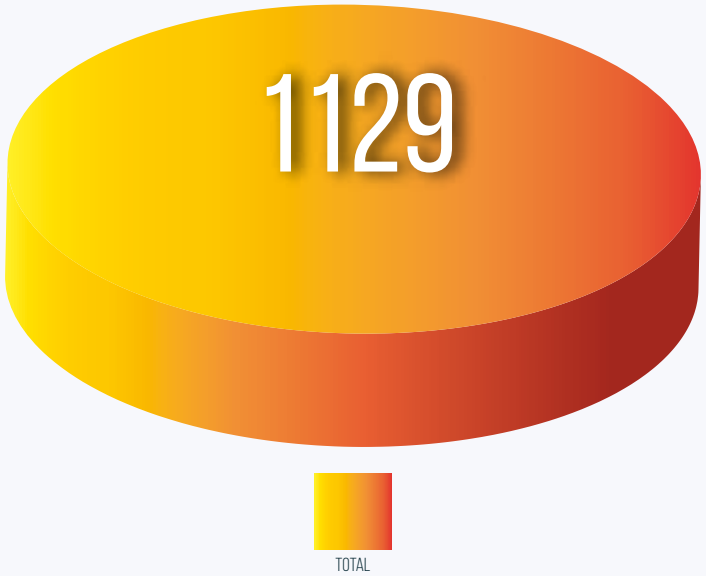
Figure: Total Cases Withdrawn



Records Management

TIn the current financial year, 1 129 records of proceedings were issued, including total audio recordings and bundles.

Figure: Total of issued records



Reconstruction of records

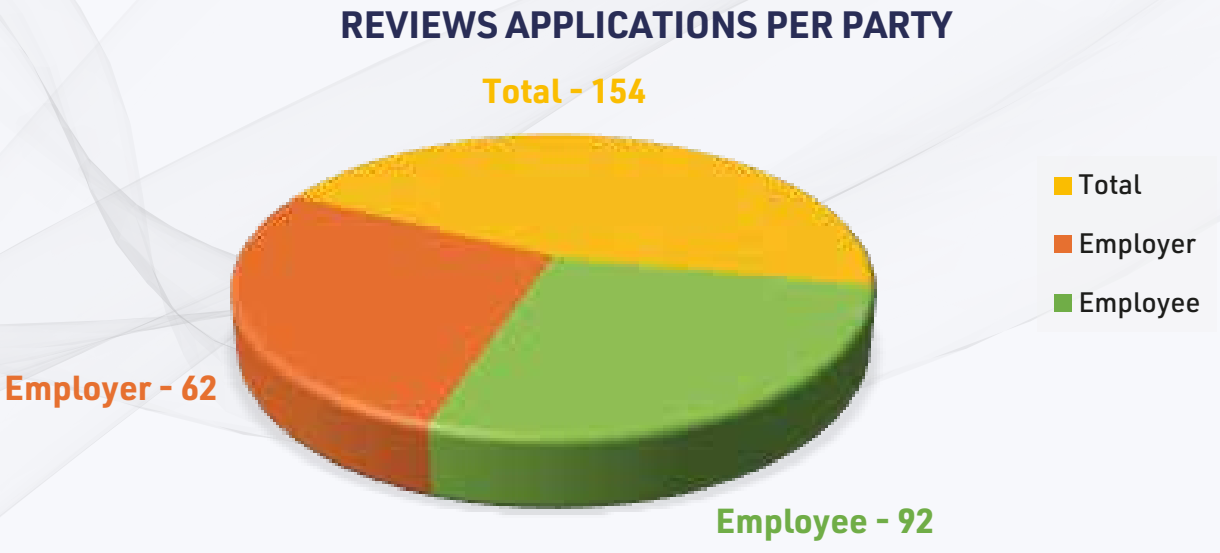
Eighteen (18) cases were scheduled for the reconstruction of records in the current financial year.

Review applications

For the financial year 2022/2023, 154 notices of motions in terms of s145 and s158 of the LRA were processed. Out of these 154 review applications, 92 were filed by the employee party, and 62 were filed by the employer party.
The Unit also represents the Council in courts in accordance with s161 of the LRA, responding to compelling applications and filing records of proceedings to address costs.

For cost management, the Unit handles review applications in-house in terms of s161 of the LRA. It manages compelling applications and records of proceedings instead of outsourcing these functions to legal firms, as is the case with other councils.

Figure: Reviews applications per party



Prioritising Dispute Prevention

Collective bargaining through chamber processes inherently serves as a package for dispute prevention, creating a space for parties to exchange interests and address rights issues among themselves. Such processes have a positive impact on dispute resolution in general.

Furthermore, the Council has provided various training interventions in Labour Relations Training, Residential-Based Operation (RBOs), Negotiation Skill Development, and Panellists Sessions.

This Council continues to lead in the Public Service sector in dispute resolution processes, serving as a crucial reference point to fulfil legislative objectives and promote social justice and labour peace in the sector. It is an ongoing journey for the Unit to keep developing in line with the ever-evolving trends in work relations.

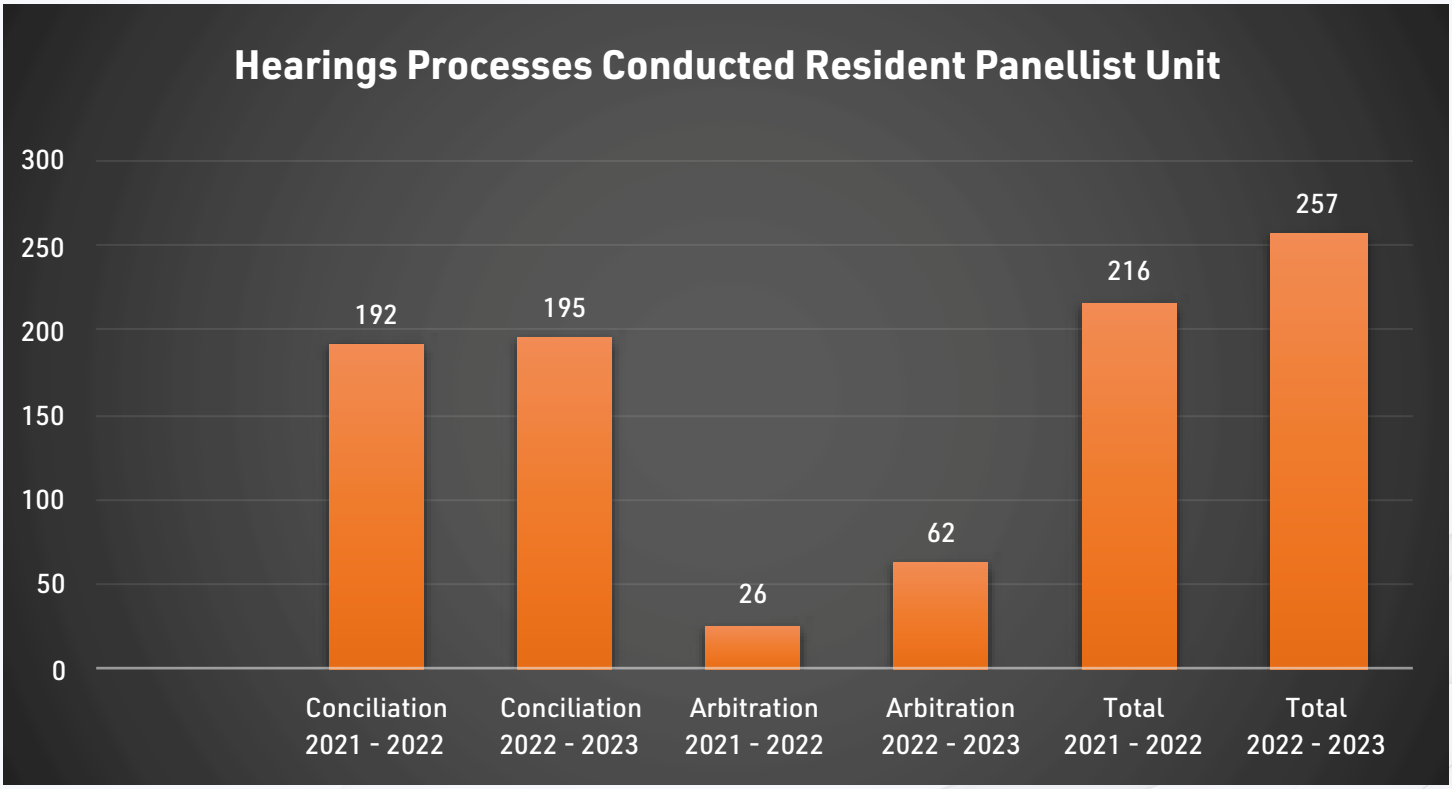
RESIDENT PANELLIST

Strategic Goal 3: Improve Internal Operating Processes

Introduction
The primary function of the Resident Panellist Unit (RPU) is to provide efficient labour relations support to the Council stakeholders and aid in improving the Council's dispute prevention initiatives.

The report encompasses the actual cases assigned to the Resident Panellist Unit, including both conciliation and arbitration processes, during the review period from 1 April 2022 to 31 March 2023.

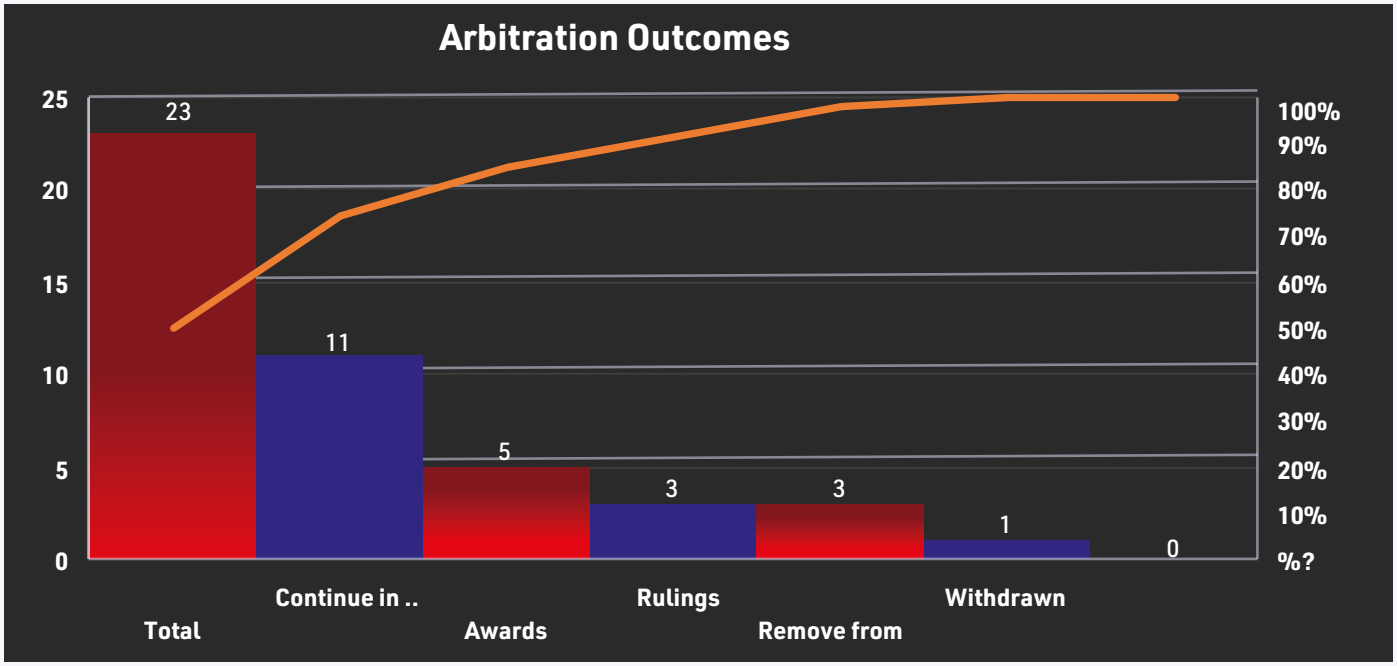
Overview
The graph below is an indication of both processes conducted by Resident Panellist.



A total of 195 conciliations were conducted during the reporting period from 1 April 2022 to 31 March 2023.
These conciliations were completed within a 30-day turnaround time, adhering to the prescribed timeframe for conciliation processes.
Additionally, 62 arbitration processes were conducted by the Resident Panellist in an effort to reduce the cost associated with dispute resolution through arbitration.

Arbitration Finalised

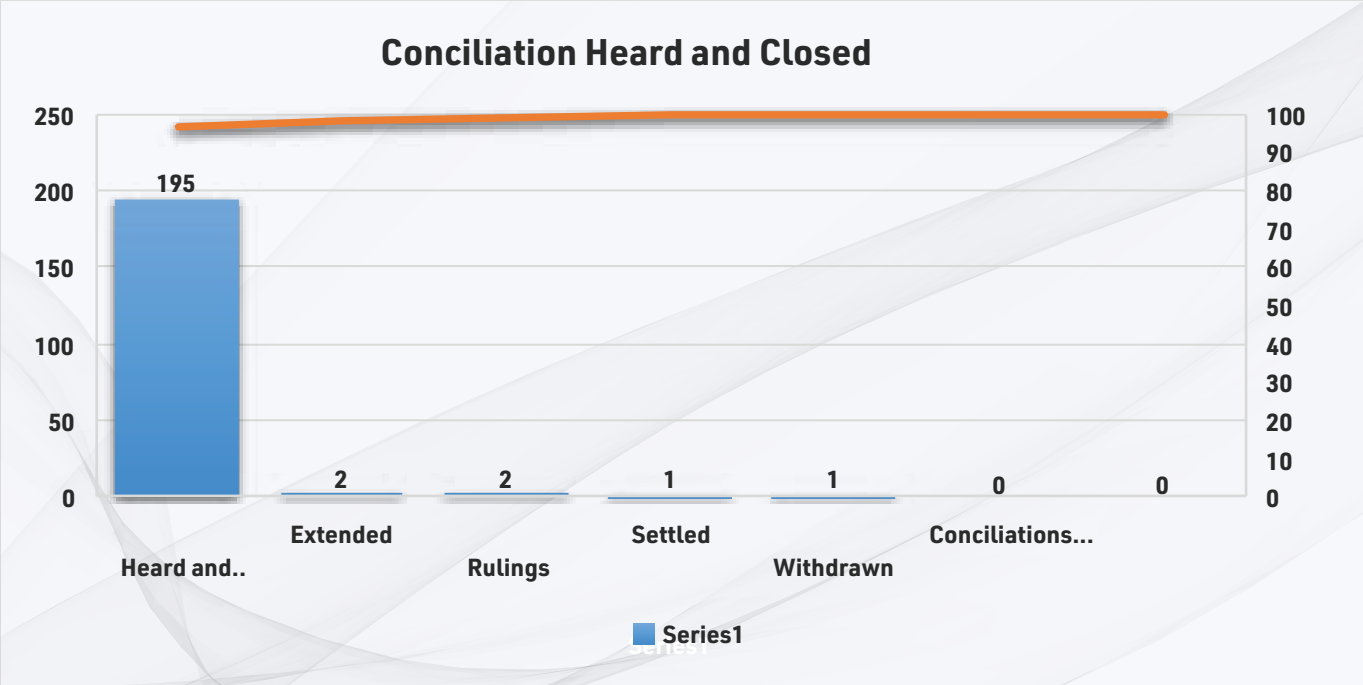
The graph below is an indication of finalised arbitration by Resident Panellist.



Out of the 62 arbitration processes that were scheduled, eleven (11) are still ongoing, while five (5) awards have been issued. Additionally, three (3) rulings have been issued, three (3) disputes were struck off from the roll, and only one (1) was withdrawn.

Conciliations Finalised

The graph below is an indication of conciliation outcomes and closed.



Out of the 195 conciliation processes scheduled, two (2) conciliations were extended for 30 days. Two (2) rulings were issued, and one (1) was settled by parties, while one (1) was withdrawn.

The main challenge in conciliations is the lack of a mandate to settle.
The parties often request the Council to issue certificates of non-resolution and prefer to apply for arbitration, bypassing the voluntary conciliation process.

Linkage of performance to cost savings

Processes	Panellist Daily Rate	Actual Savings Cost
Conciliations	195 x 38.d days x 12 months	R72 000.00
Conciliation Ruling	R500.00 x 3	R1 500.00
Arbitrations	R3 000.00 x 62	R186 000.00
Award	R1 000.00 x 5	R5 000.00
Total – Cost Savings		**R264 500.00**

Vetting and Perusal of Arbitration Awards Report

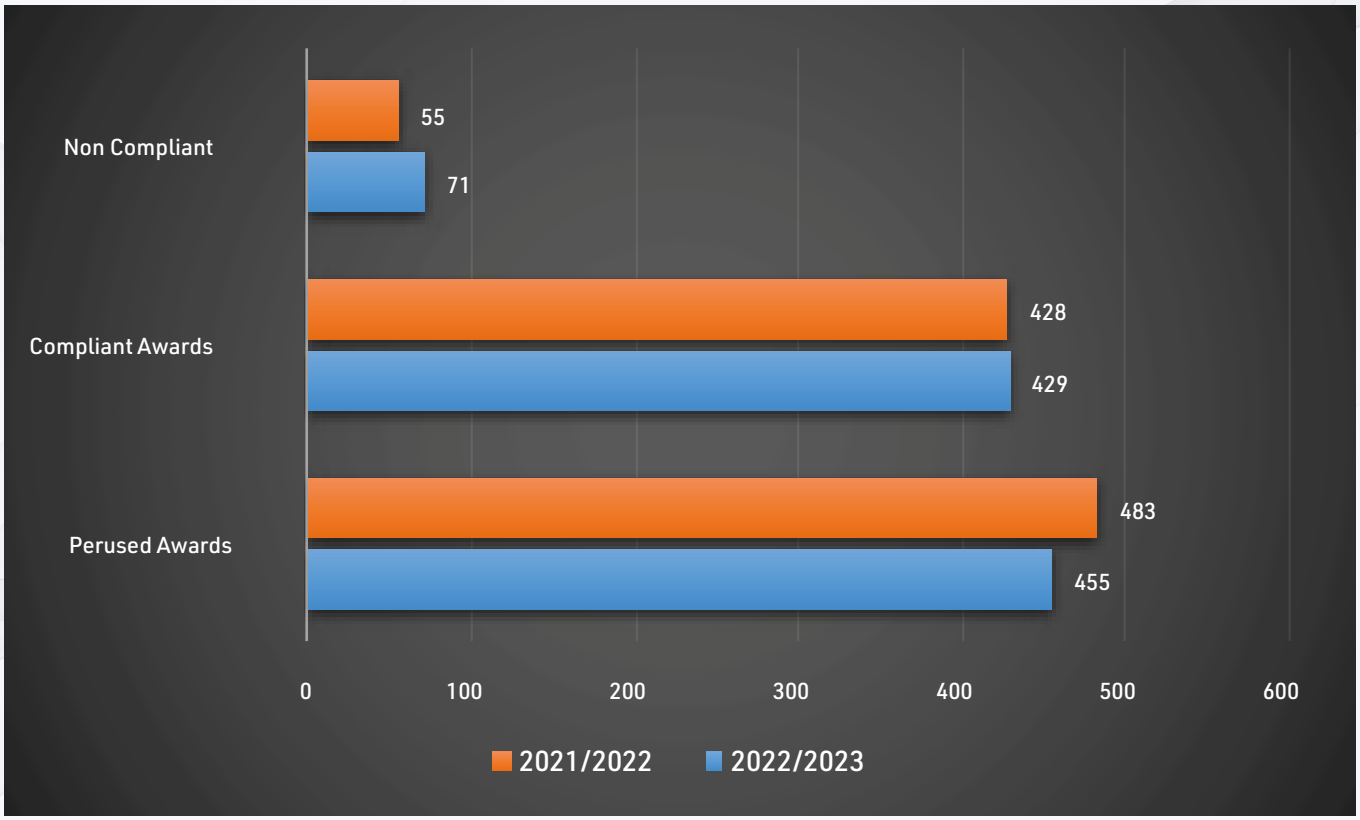
Out of 455 arbitration awards received, seventy-one (71) awards were returned to panellists for corrections before issuance to parties. A total of 429 awards were compliant and approved for distribution.

The Council reports to CCMA on a quarterly basis regarding the statistics on the number of arbitration awards received, how many were compliant, and how many were not compliant. This information helps the Council identify training gaps among our panellists and provides insight into the quality of our arbitration awards, aiming to minimise the need for review applications.

The purpose of quality control is to prevent potential embarrassment to the GPSSBC and panellists and to reduce the likelihood of reviews. Quality control focuses on ensuring the correct application of the law to the facts and acts as a safety net. While quality control aims to prevent embarrassment, it does not force panellists to change the outcome of their awards. The decision to make changes to an award after receiving quality control comments rests with the panellist who authored the award.

Minor issues encountered during quality control range from incorrect citations (of case numbers or parties) to failures in quantifying or correctly quantifying back pay and compensation. More serious issues include contradictory statements, poor reasoning, inadequate analysis of facts, a lack of understanding or analysis of the law, and misconceptions regarding jurisdictional limitations.

The GPSSBC has a panel of senior panellists who assist the Resident Panellist with quality control of awards. The expected turnaround time for awards with corrections is 24 hours; however, some panellists are not meeting this requirement. Adhering to the turnaround times ensures that awards and rulings are served to parties within the statutory 14-day time period.



Candidates who Applied for Mentorship Programme for Accreditation as BC Council Panellists

In the period under review, the following GPSSBC Panellists applied for accreditation as bargaining council panellists to perform dispute resolution functions at the Council. The CCMA has accepted these GPSSBC part-time panellists on the condition that they complete the Mentorship Programme through the Bargaining Council. The requirement for the candidates is to submit three opposed arbitration awards to the CCMA Governing Body along with a report from the BC Mentor.

Number	Names	Surnames
1	Jerman Rudi	Mopp
2	Tebogo Johannes	Sono
3	Motseki Alfred	Mokoena

PROFESSIONAL DEVELOPMENT WORKSHOP FOR PANELLIST

On 23 July 2022, the Resident Panellist Unit organised a Professional Development Workshop for Panellists.
The workshop was held virtually and was facilitated by Senior Commissioner Ms Ronel De Wet. The Council invited all the Panellists, GPSSBC staff, and sister Council staff.

The overview of the workshop covered the topics that follow

- Format of the Awards and Jurisdiction Rulings
  - A template was designed and provided to commissioners for awards, different rulings, etc.
  - Commissioners were also cautioned regarding the requirements under POPIA
- Jurisdiction
  - The need for Condonation, specifically in ULPs, dismissal, section 198 disputes
  - Whether a single employee or non-party to the collective agreement can refer a dispute in terms of section 24 of the LRA
  - Deemed discharge in terms of section 17 of the PSA
- Interlocutory Points and Evidence
  - Removing the matter from the roll versus dismissal at arbitration
  - Deciding whether or not to grant legal representation
  - Dealing with evidence
  - Conduct of commissioners during arbitration
  - Hearsay evidence
  - Dealing with inconsistencies in the evidence
- Case Law Monitor
  - Dealing with section 188A arbitrations
  - Language used in awards
  - Sexual Harassment
  - Review Proof Awards

The Professional Development Workshop was well attended, with a total of 80 Panellists joining the virtual workshop. This workshop provided an excellent opportunity for the Council to engage with its panellists on the quality of their work and, most importantly, the formats of the awards, as well as a discussion on the number of Case Law Monitors in the public sector. Panellists actively participated and engaged in legal and practical issues.

Since the workshop, a definite improvement in the quality of awards and rulings has been noticed.

CONCLUSION

The Resident Panellist Unit conducted a total of 195 conciliations and 62 arbitration processes during the financial year 2022/2023, as compared to 192 conciliations and 24 arbitration processes in the previous financial year. This shows a significant improvement in the number of processes conducted, which is positive considering the costs associated with arbitration processes.

In the new financial year, the focus will be on improving operational efficiencies, including enhancing the quality control of awards and reducing the turnaround times for awards sent back to panellists for corrections.

The Council has also planned an annual Professional Development programme for panellists, focusing on case law monitoring and legal drafting. This initiative aims to equip panellists with the skills to handle complex and highly regulated public service sector cases effectively.

9. HUMAN RESOURCE MANAGEMENT

A Human Resources objective is a procedural step that contributes to an organisation's achievement of its goals. Objectives are the fundamental elements in a strategic plan. Fulfilling HR objectives enables the organisation to meet its goals, which in turn facilitates the accomplishment of the business strategy.

Secretariat Profile 2022/2023
The organisational structure of the Secretariat reflects 47 permanent posts and 1 vacant post (Manager – Executive Support & Communications). (Find the structure attached.)
During the year 2022/2023, it was a sad moment for GPSSBC as we lost one of our team members, Ms Thelma Ndhlovu – DMU Administrator – Indexing & Helpdesk on the 4th March 2023.



Staff retention
Recruiting the right people for your organisation is important, and retaining them is even more crucial. Employee retention refers to the ability of an organisation to prevent employee turnover. In other words, it is the company's concerted effort to retain its existing staff and keep its best employees on board to succeed as a business. Over 54% of the staff complement have served the Council for a decade or more, with over 10 years of service.

The following employees served the Council for more than 15 years:

Names	Start Date	Years in Service
Oodit Sharlaine	01 November 2004	18 years
Maja Mmabatho	01 June 2006	16 years
Manabela Elizabeth	01 May 2007	15 years
Kgofelo Ephafrus	18 June 2007	15 years

MR JOSEPH ISAAC MASENYA – 20 years – Appointed 01st October 2002



I am honoured to have had the opportunity to be employed by the GPSSBC for an uninterrupted period of 20 years, and I feel privileged to have achieved this milestone with this organisation. The knowledge and skills I have acquired throughout the years are invaluable and have further enhanced my personal development. The journey of two decades was not without its challenges, and for that reason, I am grateful for the support I have received from the GPSSBC family. I hope and pray that this organisation will continue to evolve and offer a world-class service to all its stakeholders for many more years to come. Ke rata go leboga Modimo le badimo for giving me the strength and wisdom to continue serving with humanity in this wonderful organisation – Motho ke Motho ka Batho.

Demographics and diversity

Many employers have, however, recognised the business and moral benefits diversity brings, as well as the need to manage multicultural and multi-generational workplaces while building inclusive organisations. People professionals play a crucial role in making this happen. GPSSBC has played a role in diversity management.

Occupation	African Male	African Female	African Disabled	Coloured Male	Coloured Female	Coloured Disabled	Indian / Asian Male	Indian / Asian Female	Indian / Asian Disabled	White Male	White Female	White Disabled	Non-SA Citizen Male	Non-SA Citizen Female	Non-SA Citizen Disabled	Age Group Less than 35	Age Group Less than 55	Age Group Greater than 55
Manager -Dispute Management	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Manager - Corporate Services	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Manager – Finance	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Secretary to Council	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0
Officer – Executive Support; IT & Communications	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Assistant Manager – Executive Support; IT & Commu	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Resident Panellist	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Office Administrator	4	7	0	2	1	0	0	0	0	0	0	0	0	0	0	8	6	0
Chamber Secretary	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5	0
Assistant Manager – Collective Bargaining	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Personal Assistant	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Manager – Collective Bargaining	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Officer – Finance	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0

Demographics and diversity

Many employers have, however, recognised the business and moral benefits diversity brings, as well as the need to manage multicultural and multi-generational workplaces while building inclusive organisations. People professionals play a crucial role in making this happen. GPSSBC has played a role in diversity management.

Occupation	African Male	African Female	African Disabled	Coloured Male	Coloured Female	Coloured Disabled	Indian / Asian Male	Indian / Asian Female	Indian / Asian Disabled	White Male	White Female	White Disabled	Non-SA Citizen Male	Non-SA Citizen Female	Non-SA Citizen Disabled	Age Group Less than 35	Age Group Less than 55	Age Group Greater than 55
Case Management Officer	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0
Assistant Manager – Dispute Management	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Assistant Manager – Human Resources	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Office Support	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0
	16	**26**	**0**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**9**	**37**	0

Training and Development

GPSSBC has maintained standards in terms of training and development as a strategic tool for improving business outcomes by implementing internal educational programmes that advance employee growth and retention. GPSSBC has been granting bursaries, study loans, and soft skills to its employees. Employees' ability to upskill and relearn has increased in importance in the last couple of years. During the 2022-2023 period under review, the Council sustained its commitment to developing staff and granted bursaries to 18 employees in different fields of study.

Institution	Course	Number of Employees
Stadio	Diploma in Human Resources	1
UNISA	LLB	1
UNISA	Bachelor of Arts in Law	1
UNISA	BA – Public Administration	2
UNISA	BCom Communication Science	1
Stadio	Paralegal	1
MANCOSA	Bachelor of Public Administration	1
Boston College	BCom Accounting	2
UNISA	Higher Certificate Economic Science	1
Stellenbosch University	Certificate in Dispute Resolution Practice	1
ICB	ND – Financial Accounting	1
MANCOSA	BCom Accounting	1
Oxbridge College	N6 – Public Relations	1

Council would like to take this opportunity to congratulate the above employees for achieving milestones in their studies by taking control and pursuing their dreams.

The following employees have achieved their qualifications during the year under review:

Employees	Qualification	Institution
Zandile Skosana	MPhil in Employment Relations – **Cum laude**	UJ
Rethabile Mahole	Certificate in Dispute Resolution Practice	Wits
Nelly Motloung	Advanced Diploma in Administrative Management	TUT

Engagement and Culture

Employee engagement is vital to an organisation's success. High engagement leads to increased profitability, reduced turnover, and increased productivity. Employee engagement is the strength of the mental and emotional connection employees feel towards their work, their teams, and their organisation. A culture of engagement is focused on creating this connection. Engaged employees give their full effort day in and day out, and this can make all the difference in your success.

The GPSSBC has engaged in different activities as part of organisational engagement and culture.







10. EXECUTIVE SUPPORT, COMMUNICATIONS AND IT

Website/www.gpssbc.org.za
The GPSSBC website has been a great digital communication channel between the Council and the stakeholders. It has enabled us to share important notices and official documents seamlessly with all our clients.
Our online presence has grown over the years, and the web traffic and downloads are a testimony to this. We are always looking for modern ways to improve the experience.

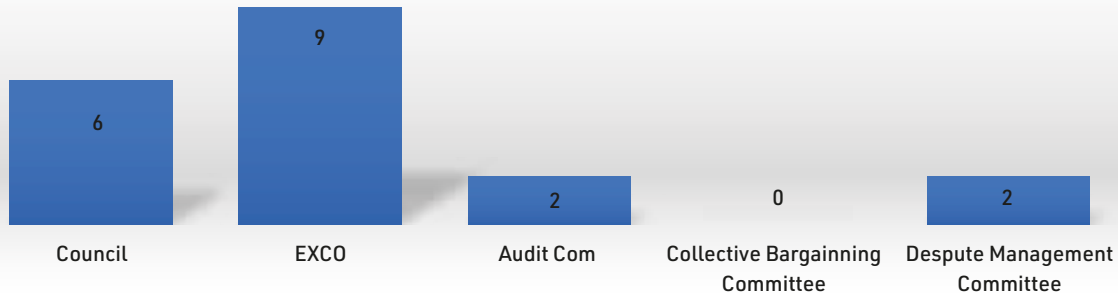
Social media
In the reporting period from 1 April 2022 to 31 March 2023, the GPSSBC has become popular on social media networks, as reported previously. As the world was transitioning to digital platforms, it was also a good opportunity for us to follow suit.
We are pleased to report that during this period, we were able to communicate with stakeholders through the GPSSBC Facebook page. We responded to queries and provided updates on ongoing issues within the sector.
Furthermore, we are delighted to announce that we were able to launch Twitter and Instagram to better market the organisation and reach a wider audience.

Events/Activities
During the reporting period, the GPSSBC attended several important stakeholder events. These events provided us with the opportunity to interact with stakeholders and strategic partners. They also allowed us to promote and strengthen the GPSSBC brand.
Meetings

The GPSSBC Constitution provides that the Council meets once every month, unless it decides otherwise, and one such meeting must be the Annual General Meeting. The Executive Committee meets at least once every three months. The Council may, from time to time, establish committees in terms of Section 55 of the Act, subject to such conditions as it may determine, and may delegate any of its functions to any such committee.

Figure 1 below illustrates the categories of meetings held during the period under review.

CATEGORIES OF MEETINGS HELD 2022/2023



GPSSBC 23rd Annual General Meeting (AGM)

The AGM was held virtually on 29 June 2022. The Secretary of Council, Ms Sharlaine Oodit, presented a detailed report on the performance and the financial well-being of the Council.

The parties to the Council welcomed the report presented to them, and achievements were commended, considering that the Council's operations had to move to virtual platforms during the year 2021 and 2022, as well as the achievement of another unqualified audit report.

POPCRU EVENTS: Collective Bargaining & Policy Conference

POPCRU held a Bargaining and Policy Conference from the 25th to the 27th of May 2022, under the theme "Defending our Gains and Advancing our Struggles against attacks on Collective Bargaining" at the Birchwood Hotel and Conference Centre. The GPSSBC took this opportunity to educate, market, and promote its brand to the delegates about its processes.





POPCRU convened its ordinary Central Executive Committee (CEC) meeting from Sunday, 27 November 2022, to Wednesday, 30 November 2022, at the Birchwood Hotel and Conference Centre in Boksburg, where over 800 POPCRU members and guests engaged in contemporary organisational issues under the theme "33 Years of Working Class Consciousness: Defending Workers' Rights and Building a Self-Sustainable Union".

The CEC is the highest decision-making body in between POPCRU National Congresses, and its purpose is to provide broad direction covering organisational, political, policy, and socio-economic issues, among others.

Once again, the GPSSBC used this platform to educate, market, and promote its brand to the delegates about its processes.

Relationship Building Objectives - RBO WORK SESSION

GPSSBC provides interventions to parties or departments through RBO sessions as a dispute prevention instrument to mitigate unrelenting referrals that could be resolved locally within departments or workplaces.

RUSTENBURG MANAGEMENT AREA: DEPARTMENT OF CORRECTIONAL SERVICES







RBO CONSULTATION – POTCHEFSTROOM







PAWUSA Congress Exhibition – Bloemfontein 7-9 September 2022
PAWUSA members had a successful congress held in the Free State at Bloemfontein's Bains Lodge to implement their resolutions.











Conclusion

The Executive Support, Communications, and IT unit still has significant growth potential while maintaining its focus on achieving the Council's strategic objectives. The staff needs to be upskilled to utilise other technological innovations to reach our target audience.



GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

General Public Service Sector Bargaining Council (Registration number: LR2/6/6/143)

Annual Financial Statements for the year ended 31 March 2023



General Public Service Sector Bargaining Council

(Registration number: LR2/6/6/143)
Annual Financial Statements for the year ended 31 March 2023

General Information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Public sector collective bargaining (Established in terms of the Labour Relations Act No 66 of 1995)
Members of Executive Council	L.Modise (Chairperson) B Malwane (Vice Chairperson - Employer) C Nanto (Vice Chairperson - Labour) S Oodit M Letsatsi G Makhubela V Mawela T Ratshilumela J Teffo M Molongoana
Registered office	260 Basden Avenue Public Service Bargaining Centre Centurion 0140
Business address	260 Basden Avenue Public Service Bargaining Centre Centurion 0140
Postal address	PO Box 16663 Lyttleton 0140
Bankers	Standard Bank ABSA
Auditors	Nexia SAB&T Charterd Accountants Incorporated Chartered Accountants (SA) Registered Auditor
Secretary	Sharlaine Oodit
Company registration number	LR2/6/6/143
Level of assurance	These annual financial statements have been audited in compliance with the applicable requirements of the Labour Relations Act No 66 of 1995.
Preparer	The annual financial statements were independently compiled by: Moyana and Associates Chartered Accountants (Pty) Ltd
Issued	30 August 2023

General Public Service Sector Bargaining Council

(Registration number: LR2/6/6/143)
Annual Financial Statements for the year ended 31 March 2023

Index

The reports and statements set out below comprise the annual financial statements presented to the council:

	Page
Secretary's Responsibilities and Approval	3
Independent Auditor's Report	4 - 6
Report of The Secretary to Council	7
Statement of Financial Position	8
Statement of Comprehensive Income	9
Statement of Changes in Equity	10
Statement of Cash Flows	11
Accounting Policies	12 - 15
Notes to the Annual Financial Statements	16 - 20
The following supplementary information does not form part of the annual financial statements and is unaudited:	
Detailed Income Statement	21 - 22

General Public Service Sector Bargaining Council

(Registration number: LR2/6/6/143)
Annual Financial Statements for the year ended 31 March 2023

Secretary's Responsibilities and Approval

The secretary is required to maintain adequate accounting records and is responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is her responsibility to ensure that the annual financial statements fairly present the state of affairs of the Council as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities. The external auditors are engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The secretary acknowledge that she is ultimately responsible for the system of internal financial control established by the Council and place considerable importance on maintaining a strong control environment. To enable the secretary to meet these responsibilities, the executive committee sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Council and all employees are required to maintain the highest ethical standards in ensuring the Council's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Council is on identifying, assessing, managing and monitoring all known forms of risk across the Council. While operating risk cannot be fully eliminated, the Council endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The secretary is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The secretary has reviewed the Council's cash flow forecast for the year to 31 March 2024 and, in the light of this review and the current financial position, she is satisfied that the Council has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Council's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on page 4-6.

The annual financial statements set out on pages 8 to 20, which have been prepared on the going concern basis, were approved by the on 30 August 2023 and were signed on its behalf by:

Approval of annual financial statements

S Oodit

Nexia SAB&T

119 Witch-Hazel Avenue
Highveld Technopark
Centurion
P O Box 10512
Centurion
0157

T: +27 (0) 12 682 8800

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INDEPENDENT AUDITOR'S REPORT

To the members of General Public Service Sector Bargaining Council

Opinion

We have audited the financial statements of General Public Service Sector Bargaining Council set out on pages 8 to 20, which comprise the statement of financial position as at 31 March 2023, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of General Public Service Sector Bargaining Council as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Labour Relations Act, 1995 (Act No.66 of 1995).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Council in accordance with the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors* (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The members are responsible for the other information. The other information comprises the information included in the document titled "General Public Service Sector Bargaining Council Annual Financial Statements for the year ended 31 March 2023", which includes the Report of The Secretary to Council. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

Audit. Tax. Advisory.

Chairperson: Mrs A Ramasike | Chief Executive Officer: Mr B Adam
SAB&T Chartered Accountants Incorporated t/a Nexia SAB&T
Company Registration Number: 1997/018869/21 | IRBA Registration Number: 921297
Offices in: Bloemfontein, Cape Town, Centurion, Durban, Johannesburg, Kimberley, Nelspruit, Polokwane, Port Elizabeth, Rustenburg
B-BBEE rating: Level 1 Contributor in terms of Generic Scorecard - B-BBEE Codes of Good Practice
SAB&T Chartered Accountants Incorporated is a member of Nexia, a leading, global network of independent accounting and consulting firms.
SAB&T Chartered Accountants Incorporated is an authorised financial services provider
* A full list of directors is available for inspection at the company's registered office or on request

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members for the Financial Statements

The members are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Labour Relations Act, 1995 (Act No.66 of 1995), and for such internal control as the members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members are responsible for assessing the Councils' ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the council or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial

Nexia SAB&T

statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the council to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Nexia SAB&T

Nexia SAB&T
Ayisha Ramasike
Director
Registered Auditor
30 August 2023

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

General Public Service Sector Bargaining Council (Registration number: LR2/6/6/143)
Annual Financial Statements for the year ended 31 March 2022

Report of The Secretary to Council

The secretary has pleasure in submitting her report on the annual financial statements of General Public Service Sector Bargaining Council for the year ended 31 March 2023.

1. Review of financial results and activities
The annual financial statements have been prepared in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Labour Relations Act No 66 of 1995. The accounting policies have been applied consistently compared to the prior year.

The Council recorded a loss after tax for the year ended 31 March 2023 of R(508 707). This represented a decrease of 149% from the profit after tax of the prior year of R673 009.

Council revenue increased by 4% from R53 674 097 in the prior year to R55 794 947 for the year ended 31 March 2023.
Council cash flows from operating activities increased by 36% from R382 246 in the prior year to R519 066 for the year ended 31 March 2023.

2. Property, plant and equipment
There was no change in the nature of the property, plant and equipment of the company or in the policy regarding their use.
At 31 March 2023 the company's investment in property, plant and equipment amounted to R25 781 212 (2022:R26 369 019), of which R291 321 (2022: R954 567) was added in the current year through additions.

3. Events after the reporting period
The Council is not aware of any material events which occurred after the reporting date.

4. Going concern
The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

5. Litigation statement
The Council is not currently involved in any such claims or lawsuits, which individually or in the aggregate, are expected to have a material adverse effect on the business or its assets.

6. Auditors
Nexia SAB&T Charterd Accountants Incorporated continued in office as auditors for the Council for 2023.
At the AGM, the shareholder will be requested to reappoint Nexia SAB&T Charterd Accountants Incorporated as the independent external auditors of the company.

7. Secretary
The company secretary is Sharlaine Oodit.

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

General Public Service Sector Bargaining Council (Registration number: LR2/6/6/143)
Annual Financial Statements for the year ended 31 March 2022

Statement of Financial Position a s at 31 March 2023

Figures in Rand	Notes	2023	2022
ASSETS			
Non-CurrentAssets	2	25 781 212	26 369 019
Property, plant andequipment intangible assets	3	156 476	162 869
		26 937 699	**26 531 888**
Current Assets			
Trade a n d other receivables	4	442 072	626 989
Cash and cash equivalents	5	10 556 058	10 524 957
		10 998 130	11 151 946
Total Assets		**36 935 818**	**37 683 834**
Equity and Liabilities			
Equity			
Retained income		33 707 633	34 216 340
Liabilities			
Non-current Llabilities			
Finance lease liabilities	6	15 642	203 250
Current Liabilities			
Trade and otherpavables	7	3 024 935	3 076 803
Finance lease liabilities	6	187 608	187 441
		3212543	**3 264 244**
Total Liabilities		**3.228 185**	**3 467 494**
Total Equitv and Liabilities		**36 935 818**	**37 683 834**

Statement of Comprehensive Income

Figures in Rand	Notes	2023	2022
Revenue	10	55 794 947	53 674 097
Other income	11	500 673	564 225
Operating expenses		(57 335 336)	(53 795 745)
		(1 039 716)	**442 577**
Operating (loss) profit		536 162	235 832
Investment revenue	12	(5 153)	(5 400)
Finance costs	13	**(508 707)**	**673 009**
		-	-
(Loss) profit for the year		**(508 707)**	**673 009**
Other comprehensive income			
Total comprehensive (loss) income for the year			

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Statement of Changes in Equity

Figures in Rand		Retained income		Total equity
Balance at 01 April 2021		**33 543 331**		**33 543 331**
Profit for the year		673 009		673 009
Other comprehensive income		-		-
Total comprehensive income for the year		**673 009**		**673 009**
		34 216 340		**34 216 340**
Balance at 01 April 2022		(508 707)		(508 707)
Loss for the year		-		-
Other comprehensive income		**(508 707)**		**(508 707)**
Total comprehensive loss for the year		**33 707 633**		**33 707 633**
Balance at 31 March 2023				

Statement of Cash Flows

Figures in Rand	Notes	2023		2022
Cash flows from operating activities				
Cash generated from operations	16	88 995		151 814
Interest income		435 224		235 832
Finance costs		(5 153)		(5 400)
		519 066		**382 246**
Net cash from operating activities				
Cash flows from investing activities				
Purchase of property, plant and equipment	2	(291 321)		(392 195)
Sale of property, plant and equipment	2	58 688		1 440
Purchase of other intangible assets	3	(67 619)		(214 523)
		(300 252)		**(605 278)**
Net cash from investing activities				
Cash flows from financing activities				
Finance lease payments		(187 713)		(224 517)
Total cash movement for the year		**31 101**		**(447 549)**
Cash at the beginning of the year		10 524 957		10 972 506
Total cash at end of the year	5	**10 556 058**		**10 524 957**

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Accounting Policies

1. Basis of preparation and summary of significant accounting policies
The annual financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and the Labour Relations Act No 66 of 1995. The annual financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.1 Significant judgements and sources of estimation uncertainty

Critical judgements in applying accounting policies
Management are required to make critical judgements in applying accounting policies from time to time. The judgements, apart from those involving estimations, that have the most significant effect on the amounts recognised in the annual financial statements, are outlined as follows:

Key sources of estimation uncertainty
The financial statements do not include assets or liabilities whose carrying amounts were determined based on estimations for which there is a significant risk of material adjustments in the following financial year as a result of the key estimation assumptions.

1.2 Property, plant and equipment
Property, plant and equipment are tangible assets which the company holds for its own use or for rental to others and which are expected to be used for more than one period.

Property, plant and equipment is initially measured at cost.
Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the company.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Land		Infinite
Buildings	Straight line	20 years
Furniture and fixtures	Straight line	5 -14 years
Motor vehicles	Straight line	5 -15 years
Office equipment	Straight line	5 -11 years
Computer software	Straight line	5-8 years
Kitchen equipment	Straight line	5 years

The depreciation charge for each period is recognised in profit or loss unless it is included in the carrying amount of another asset.
The residual value, depreciation method and useful life of each asset are reviewed only where there is an indication that there has been a signicant change from previous estimate.

1.2 Property, plant and equipment
An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Accounting Policies

1.3 Intangible assets
An intangible asset is an identifiable non-monetary asset without physical substance.
Intangible assets are initially recognised at cost and subsequently at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is provided to write down the intangible assets, on a straight-line basis, as follows:

Item	Depreciation method	Average useful life
Computer software	Straight line	2 years

The residual value, amortisation period and amortisation method for intangible assets are reassessed when there is an indication that there is a change from the previous estimate.

1.4 Financial instruments

Initial measurement

Financial instruments are initially measured at the transaction price (including transaction costs except in the initial measurement of financial assets and liabilities that are measured at fair value through profit or loss) unless the arrangement constitutes, in effect, a financing transaction in which case it is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial instruments at amortised cost
These include loans, trade receivables and trade payables. They are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing transaction.

At each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If there is objective evidence, the recoverable amount is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

Financial instruments at cost
Equity instruments that are not publicly traded and whose fair value cannot otherwise be measured reliably without undue cost or effort are measured at cost less impairment.

Cash and cash equivalents
Cash and cash equivalents are subsequently measured at amortised cost. Cash and cash equivalents comprise deposits held at call with banks.

Trade and other receivables
Trade and other receivables are subsequently measured at amortised cost. These comprise of trade receivables, prepaid expenditure and other receivables.

1.5 Leases
A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership to the lessee. All other leases are operating leases.

Finance leases – lessee
Finance leases are recognised as assets and liabilities at amounts equal to the fair value of the leased property or, if lower, the present value of the minimum lease payments.
The lease payments are apportioned between the finance charge and the reduction of the outstanding liability using the effective interest method.

Operating leases – lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term unless:
- another systematic basis is representative of the time pattern of the benefit from the leased asset, even if the payments are not on that basis, or
- the payments are structured to increase in line with expected general inflation (based on published indexes or statistics) to compensate for the lessor's expected inflationary cost increases.

Any contingent rents are expensed in the period they are incurred.

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Accounting Policies

1.6 Impairment of assets
The council assesses at each reporting date whether there is any indication that property, plant and equipment or intangible assets may be impaired.

If there is any such indication, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of impairment is recognised immediately in profit or loss.

1.7 Share capital and equity
An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities.

1.8 Employee benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

1.9 Provisions and contingencies
Provisions are recognised when the company has an obligation at the reporting date as a result of a past event; it is probable that the company will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.
Contingent assets and contingent liabilities are not recognised.

1.10 Revenue
Revenue is recognised to the extent that the company has transferred the significant risks and rewards of ownership of goods to the buyer, or has rendered services under an agreement provided the amount of revenue can be measured reliably and it is probable that economic benefits associated with the transaction will flow to the company. Revenue is measured at the fair value of the consideration received or receivable, excluding sales taxes and discounts.

Levies are recognised when there is reasonable assurance that:
- the organisation will comply with the coniditions attaching to them; and
- the levis will be received.

Interest is recognised, in profit or loss, using the effective interest rate method.

1.11 Borrowing costs
Borrowing costs are recognised as an expense in the period in which they are incurred.

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Annual Financial Statements for the year ended 31 March 2022

Notes to the Annual Financial Statements

Figures in Rand	2023	2022

2. Property, plant and equipment

Figures in Rand	2023 Cost	2023 Accumulated depreciation	2023 Carrying value	2022 Cost	2022 Accumulated depreciation	2022 Carrying value
Buildings	20 049 850	(2 750 237)	17 299 613	20 049 850	(2 736 003)	17 313 847
Land	6 948 391	-	6 948 391	6 948 391	-	6 948 391
Furniture and fixtures	2 474 117	(2 139 159)	334 958	2 471 118	(1 968 325)	502 793
Motor vehicles	838 069	(491 330)	346 739	838 069	(430 726)	407 343
Office equipment	713 110	(431 435)	281 675	1 050 627	(529 061)	521 566
Computer equipment	2 052 613	(1 482 777)	569 836	1 941 086	(1 266 007)	675 079
Kitchen equipment	1 578	(1 578)	-	8 955	(8 955)	-
Total	**33 077 728**	**(7 296 516)**	**25 781 212**	**33 308 096**	**(6 939 077)**	**26 369 019**

Reconciliation of property, plant and equipment - 2023

Figures in Rand	2023 Opening balance	Additions	Disposals	2022 Depreciation	Closing balance
Buildings	17 313 847	-	-	(14 234)	17 299 613
Land	6 948 391	-	-	-	6 948 391
Furniture and fixtures	502 793	2999	-	(170 834)	334 958
Motor vehicles	407 343	-	-	(60 604)	346 739
Office equipment	521 566	2 467	(29 917)	(212 441)	281 675
Computer equipment	675 079	285 855	(48 337)	(342 761)	569 836
	26 369 019	**291 321**	**(78 254)**	**(800 874)**	**25 781 212**

Reconciliation of property, plant and equipment - 2022

Figures in Rand	2023 Opening balance	Additions	Disposals	2022 Depreciation	Closing balance
Buildings	17 328 082	-	-	(14 235)	17 313 847
Land	6 948 391	-	-	-	6 948 391
Furniture and fixtures	673 563	-	-	(170 770)	502 793
Motor vehicles	467 947	-	-	(60 604)	407 343
Office equipment	207 469	562 362	-	(248 265)	521 566
Computer equipment	675 079	392 205	(1 440)	(438 955)	675 079
Kitchen equipment	109	-	-	(109)	-
	26 369 019	**954 567**	**(1 440)**	**(932 938)**	**26 369 019**

Details of properties

Property, plant and equipment encumbered as security Details of properties:

Erf number: Erf 798
Deeds office: Pretoria, South Africa
Township: Die Hoewes Ext 213
Title deed number: T39813/2016
Sqm2: 2,999sqm (erf extent)

Land and Buildings : Cost	6 948 391	6 948 391
- Purchase price	20 049 850	20 049 850
- Additions since purchase	**26 998 241**	**26 998 241**

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Notes to the Annual Financial Statements

Figures in Rand	2023	2022

3. Intangible assets

	2023			2022		
Figures in Rand	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Computer software	962 899	(806 423)	156 476	895 280	(732 411)	162 869

Reconciliation of intangible assets - 2023

Figures in Rand	Opening balance	Additions	Amortisation	Closing balance
Computer software	162 869	67 619	(74 012)	156 476

Reconciliation of intangible assets - 2022

Figures in Rand	Opening balance	Additions	Amortisation	Closing balance
Computer software	3 519	214 523	(55 173)	162 869

4. Trade and other receivables

	Opening balance	Additions	Amortisation	Closing balance
Trade receivables			468 527	661 295
Provison for doubtful debts			(338 606)	(200 405)
Prepaid expense			57 661	81 053
Accrued interest			100 937	-
Staff loan			87	4 087
Study loan			29 063	55709
Sundry debtors			124 403	25 250
			442 072	**626 989**

Aging of trade and other receivables
Trade and other receivables which are less than 3 months past due are not considered to be impaired. At 31 March 2023 R 449 578 (2022: R 623 694) were past due but not impaired.

Reconciliation of provision of bad debts	(200 405)	(150 650)
Opening balance Increase in the provision	(138 201)	(49 755)
	(338 606)	**(200 405)**

Current	424	46 500
30 days	18 525	37 500
90 days	-	27 081
120 days	449 578	550 214
	468 527	**661 295**

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Notes to the Annual Financial Statements

Figures in Rand	2023	2022

5. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	94 4 067	-
Bank balances	398 6	5 524 957
Short-term deposits	488 566	5 000 000
	10 556 058	**10 524 957**

6. Finance lease liabilities

Minimum lease payments which fall due

- within one year	187 714	187 714
- in second to fifth year inclusive	15 642	203 357
	203 356	391 071
Less: future finance charges	(106)	(380)
Present value of minimum lease payments	**203 250**	**390 691**

Net finance lease liabilities

Non-current liabilities	15 642	203 250
Current liabilities	187 608	187 441
	203 250	**390 691**

It is Council policy to lease certain motor vehicles and equipment under finance leases. The average lease term is 5 years (2022: 5 years) and the average effective borrowing rate is 7% (2022: 7%). Interest rates are linked to prime at the contract date. The new leases entered into by the council in May 2022 do not have an escalation clause, the lease rental will be increased by lessor as the exchange rate increases. The Council's obligations under finance leases are secured by the leased assets.

The company's obligations under finance leases are secured by the leased assets. Refer note

7. Trade and other payables

Trade payables	20 552	7 868 636
Accrued expense	598 092	437 763
PAYE, SDL and UIF	726 105	582 894
Accrued leave pay	850 644	139 286
Bonus provision - 13th cheque	318 307	538 326
Provident fund	340 782	525
Medical aid contribution	170 453	161 714
	3 024 935	**3 076 803**

8. Financial assets by category

The accounting policies for financial instruments have been applied to the line items below:

2023	**Loans and receivables**	**Total**
Trade and other receivables	442 072	442 072
Cash and cash equivalents	10 556 058	10 556 058
	10 998 130	**10 998 130**

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Annual Financial Statements for the year ended 31 March 2022

Notes to the Annual Financial Statements

Figures in Rand	2023	2022

8. Financial assets by category

The accounting policies for financial instruments have been applied to the line items below:

2023	Financial liabilities at amortised cost	Total
Trade and other receivables	626 989	626 989
Cash and cash equivalents	10 524 957	10 524 957
	11 151 946	**11 151 946**

9. Financial liabilities by category

The accounting policies for financial instruments have been applied to the line items below:

2023	Financial liabilities at amortised costs	Total
Trade and other receivables	3 076 803	3 076 803
Cash and cash equivalents	390 691	390 691
	3 467 494	**3 467 494**

10. Revenue

The accounting policies for financial instruments have been applied to the line items below:

2023		
Levies collected from Government Departments	55 794 947	55 794 947

11. Other income

The accounting policies for financial instruments have been applied to the line items below:

Cost orders	324 731	324 731
Grant received from	116 734	116 734
PSETA Sundry income	59 208	59 208
	500 673	**500 673**

12. Investment revenue

Interest revenue		
Bank	536 162	536 162

13. Finance costs

The accounting policies for financial instruments have been applied to the line items below:

Finance lease interest	5 153	1 103
Interest paid	-	4 297
	5 153	**5 400**

14. Taxation

The Council is exempt from income tax in terms of Section 10(1)(cA)(i) of the Income Tax No. 58 of 1962.

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Notes to the Annual Financial Statements

Figures in Rand	2023	2022

15. Auditor's remuneration

The accounting policies for financial instruments have been applied to the line items below:

Fees	383 985	383 985

16. Cash generated from operations

(Loss) profit before taxation	(508 707)	673 009
Adjustments for:		
Depreciation and amortisation	874 886	988 111
Interest received	(435 224)	(235 832)
Finance costs	5 153	5 400
Loss on sale of asset	19 838	-
Changes in working capital:		
Trade and other receivables	184 917	(68 557)
Trade and other payables	(51 868)	(1 210 317)
	88 995	**151 814**

17. Related parties

Relationships	Secretary of Council: **S.Oodit**
Members of the council are principal decision makers:	The Chairperson: **L. Modise**
	Vice Chairpersons
Related party balances and transactions with entities with control, joint control or significant influence over the company	**C Nanto** (Vice Chairperson- Labour)
	B Malwane (Vice Chairperson- Employer)
Related party transactions	

Compensation to members of the Executive Committee		
Chairperson's fees	130 091	128 473

18. Events after the reporting period
The Council is not aware of any material events which occurred after the reporting date.

19. Contingencies
The company is not currently involved in any such claims or lawsuits, which individually or in the aggregate, are expected to have a material adverse effect on the business or its assets..

Revenue	55 794 947	53 674 097
Levies Collected from Government Departments		
Other income		
Cost orders	324 731	495 606
Grant received from PSETA	116 734	22 856
Sundry income	59 208	45 763
	500 673	**564 225**
Expenses (Refer to page 22)	**(57 335 336)**	**(53 795 745)**
Operating (loss) profit	**(1 039 716)**	**442 577**
Investment income	536 162	235 832
Finance costs	(5 153)	(5 400)
	531 009	**230 432**
(Loss) profit for the year	**(508 707)**	**673 009**

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

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Annual Financial Statements for the year ended 31 March 2022

Detailed Income Statement

Figures in Rand	Notes	2023	2022
Operating expenses			
AGM costs		(85 057)	(160 870)
Accounting fees		(60 000)	(27 750)
Auditors remuneration	15	(383 985)	(384 297)
Bad debts		(148 070)	(5 000)
Bank charges		(49 499)	(45 801)
Body Corporate - levy charges		(353 730)	(987 085)
Bursaries		(322 870)	(278 265)
Cellphone expenses		(82 200)	(87 150)
Chairperson fees		(129 252)	(128 473)
Compensation commissioner		(46 141)	(37 982)
Consulting fees		(178 528)	(218 828)
Corporate uniform		(70 500)	(145 192)
Depreciation and amortisation		(874 886)	(988 111)
Dispute resolution		(18 535 790)	(17 833 809)
Employee costs		(27 193 495)	(25 683 206)
Insurance		(245 616)	(212 455)
Lease rentals on operating lease		(71 279)	(78 409)
Leave annual & termination		43 495	(49 752)
Legal expenses		(361 585)	(79 673)
Levies refund		(17 009)	-
Licence renewals		(66 636)	(104 312)
Marketing & communication and electronic media		(440 301)	(660 673)
Meetings EXCO		(6 459)	(26 794)
Municipal expenses - property rates		(208 613)	(204 236)
National and provincial chambers		(443 839)	(146 214)
Office security		(256 128)	(228 633)
Operating costs		(115 608)	(101 737)
Strategic planning cost		(1 051 555)	-
Postage		(259 080)	(130 036)
Provision for doubtful debts adjustment		(138 201)	(49 756)
Recruitment		-	(10 656)
Repair, maintenance and operating contracts		(1 088 388)	(906 351)
Staff welfare		(178 105)	(92 648)
Stationery		(134 168)	(112 767)
Strategic partnership		(1 497 835)	(553 849)
Strategic project		(799 559)	(1 377 953)
Subscriptions		(78 694)	(68 726)
Telephone and fax		(435 647)	(472 562)
Training and development		(27 666)	(349 205)
Travel - council		(71 023)	(22 845)
Warranty costs		(18 988)	(8 829)
Water and sanitation		(583 321)	(362 598)
Wo rkshops (Dispute Resolution and Chambers)		(13 265)	(49 094)
Year end function		(256 260)	(323 163)
		(57 335 336)	**(53 795 745)**

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GPSSBC

GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL

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