GPSSBC

GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL

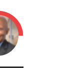
ANNUAL REPORT

2024 - 2025

- EFFICIENCY
- INTEGRITY
- PROFESSIONALISM
- ETHICAL BEHAVIOUR

@gpssbc

CONTENT



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 cybersecurity 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

Through this Annual Report I am pleased to account that the GPSSBC has delivered on all operational, strategic and governance imperatives, and this report contains the details of the work conducted in the various units over past financial year.

It will be once again evident that the volumes the Collective Bargaining and Dispute Management units have been able to process andreport on during this period is highly commendable. The work of the GPSSBC remains voluminous and diverse but we continue to strive to serve the most divergent sector in the Public Service consistently. The NMOG processes of government proved to have the most impact on the GPSSBC, and I am pleased that the Council rose to the challenge of implementing the concluded collective agreement within the specified timeframes.

During this past year the GPSSBC, also celebrated and commemorated its 25th Anniversary. The year provided the Council with the opportunity to reflect on some of the achievements as well the challenges experience by the GPSSBC. I am honoured that the Council recognised the need to celebrate its achievements and mark this occasion with a gathering of stakeholders and staff.

As we move into the next year it is evident that we may not achieve all the strategic goals set by the Council, due to funding constraints and resource prioritisation to operations. Therefore, the strategic review to be undertaken in the next financial year must be underpinned by the levy augmentation if the Council hopes to achieve the outstanding strategic goals.

The Councils work during the past financial year has once again been substantive and the report provides you the individual Unit Reports, which contain an overview of the operations for the financial year.

I would like to also express my gratitude to our Chairperson, Deputy Chairpersons, Council and Executive Committee members for providing great support and direction and leadership to the Council.

I also thank our management and staff for their continued support and loyalty to the GPSSBC.

Thank you
Sharlaine Oodit

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

- Integrity
- Efficiency
- Professionalism
- Ethical behaviour

OUR MISSION

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

STRATEGIC GOALS

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

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 capability 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

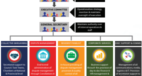
1. Develop business community Strategy	1. Develop a Business Continuity & Resilience plan 2. Develop a supporting standalone IT strategy/roadmap
2. Improve Social Dialogue through capability Building	1. Conduct research on alternative bargaining strategies & trends where these have been successful – 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 Processes	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.



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).

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.

General shop floor operational issues

Per s84(1) of the LRA. eg Restructuring, Policies, Job Grading, etc

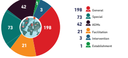
Mutual Interest issues; eg Conditions of Services, Allowances, established rights.

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.

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 320, including General, Special and Facilitation, and Meetings. This averages out to approximately 26,6 meetings per month.

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

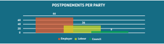


Postponements

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 eleven (111) requests for postponements. Most of these requests came from the Employer (66), while Organised Labour accounted for (36) and the Council accounted for (09) 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
- Occupational Health and Safety: Conditions of Buildings
- Restructuring/Realignment/Organisational Structure
- Filling of Vacant Posts
- Tools of trade
- Absorption of Contract Workers
- Implementation of PSCBC Resolution 3 of 2009
- Office Accommodation/Relocation of Departments
- Payment of Overtime, Rewards/Incentives
- Shift System
- Allocation of Parking
- Power Outages

POLICIES

The following policies were common in our Departmental Bargaining Chambers:

- PMDS Policy
- HRD Policy
- Health and Wellness Policy
- 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
- Funeral and Bereavement Policy

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

COLLECTIVE AGREEMENTS

No collective agreement was concluded during this reporting period.

Dispute Prevention – Clause 17 of Governance Rules for Chambers

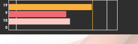
Background

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 deadlock

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.
route will be taken.

Provincial Administration Chambers

GPSSBC Resolution 3 of 2006 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 56 chamber meetings took place, with twelve (12) meetings being postponed. The total number of provincial chamber meetings was fifty six (56), including normal, special , facilitations and Annual General Meetings. This figure has slightly increased compared to the last financial year.

General = 34, Special = 11 and Facilitation = 2 and Annual General Meetings = 9.

The graph below illustrates the types and number of meetings held during this reporting period.

PROVINCIAL CHAMBER MEETINGS

ITEMS OF DISCUSSION IN PROVINCIAL CHAMBERS

LIMPOPO

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Provision of Uniforms: Limpopo Department of Economic Development, Environment and Tourism	PSA	The matter remains on the agenda for further progress report to be provided in the next chamber meeting
2	Job Evaluations for EMIS Employees	PSA	The organizational structure has been signed by the relevant authorities and concurrence has been received from both Office of the Premier and the DPSA. The status quo still remains on the matter.
3	Application for Scheme B Vehicle Subsidy	PSA	Parties agreed that this was a transversal matter therefore it was referred to the CCLP.
4	Circular 57 of 2024, withdrawal of Scheme B Travelling allowance for ECD Finance Admin Clerks (Department of Education)	PSA	The item was finalized and removed from the agenda.
5	Prioritization of Training – Field Rangers	PSA	The item was finalized and removed from the agenda.
6	Approved global tariffs for 2023/24 financial year. Department of Public Works, Roads & Infrastructure	PSA	The matter was removed from the agenda as it was finalized.
7	Department of Agriculture - Incorrect Implementation of Resolution 3 of 1999	PSA	The matter was removed from the agenda as it was finalized.

NORTHERN CAPE

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	OHS Compliance	Council	The item remains on the agenda for further reporting/discussions.
2	Review of GPSSBC Resolution 1 of 2012: Governance Rules for Chambers	Council	The matter was removed from the agenda.
3	Review organizational Structure	Employer	The matter remains on the agenda reporting in the next Chamber meeting.

ITEMS OF DISCUSSION IN PROVINCIAL CHAMBERS

EASTER CAPE

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	GPSSBC Resolution 5 of 2014	PSA	The item remains on the agenda for reporting in the next chamber meeting.
2	Departmental Policies	PSA	The item was removed from the agenda as the process has been finalized.
3	Casualization of Grade R Practioners	NEHAWU	The matter remains on the agenda for further reporting in the next meeting of the chamber.
4	Abuse of Internship by State Departments	NEHAWU	The matter remains on the agenda for further reporting in the next meeting of the chamber.
5	Composition of the Employer Party	PSA	The matter remains on the agenda for further reporting in the next meeting of the chamber.
6	Circular on Water Shortage	PSA	The matter remains on the agenda for reporting in the next chamber meeting.

KWAZULU NATAL

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Departmental Task Teams Reports	NEHAWU	The matter was still under discussion between Parties
2	Office of the Premier Restructuring	NEHAWU	The matter remains on the agenda for reporting in the next meeting of the Chamber.
3	Business Case for Restructuring in the Department of Transport	Employer	The matter remains on the agenda for the Employer to provide a progress report in the next meeting of the Chamber.
4	Restructuring and Relocation (Department of Agriculture and Rural Development)	Employer	Parties will have a DTT meeting on 08 April 2025 for further engagements on the matter and feedback would be provided in the next meeting of the Chamber.
5	Relocation for DSAC	NEHAWU	The matter remains on the agenda for the Employer to provide a progress report in the next meeting of the chamber.
6	Relocation for DSAC	NEHAWU	The matter remains on the agenda for the Employer to provide an update in the next meeting of the Chamber.
7	Changes on organizational structure at COGTA	Employer	The matter remains on the agenda for the Employer to provide an update in the next meeting of the Chamber. The matter remains on the agenda for the Employer to provide a progress report in the next meeting of the Chamber.
8	Unilateral Closure of The Marine Office of the Department of Treasury	PSA	The item was finalised and removed from the agenda.

ITEMS OF DISCUSSION IN PROVINCIAL CHAMBERS

KWAZULU-NATAL

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
9	Relocation of iLembe District office from Maphumulo to Stanger: eThekwini Region: Kwazulu-Natal Department of Public Works	Employer	The item was finalised and removed from the agenda.
10	Re-alignment of the organizational structure for the Dept of Human Settlements	Employer	The matter remains on the agenda for reporting in the next meeting of the Chamber as the consultation process was still ongoing at the DTT level.

GAUTENG

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Departmental Task Team Report - Department of Education	Employer	The matters below be removed from the agenda: Client Relationship Model.
2	Departmental Task Team Report - Department of Agriculture	Employer	The matter remains on the agenda for reporting in the next meeting of the Chamber as they were still on-going at the level of the Task Team.
3	Departmental Task Team Report - Department of Sport, Arts, Culture and Recreation (SACR)	NEHAWU	The matter be removed from the agenda and the Department will table the Terms of Reference as well as the policies in the Special Chamber meeting to establish the DTT.
4	Departmental Task Team Report - Provincial Treasury	Employer	The following matters remain on the agenda for reporting in next the meeting of the Chamber as the DTT meeting would be convened to discuss the closeout report: Occupational Health and Safety (OHS) Policy Injury on Duty (IOD) Policy Realignment and Movement of Staff
5	Departmental Task Team Report - e-Government	Employer	The matter remains on the agenda as the Employer was in the process of resuscitating the DTT.
6	Relocation of Customer Support Centre Officials from Krugersdorp to Randfontein – New Office Accommodation	Employer	Parties will present the DTT report in the next meeting of the Chamber. The matter remains on the agenda for reporting in the next meeting of the Chamber.

ITEMS OF DISCUSSION IN PROVINCIAL CHAMBERS

GAUTENG

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
7	Relocation of Regional Office Business Unit Officials from Krugersdorp to Head Office – De-regionalisation	Employer	Parties will present the DTT report in the next meeting of the Chamber. The matter remains on the agenda for reporting in the next meeting of the Chamber.
8	Implementation Of 24/7 Shift System for Traffic Officers – Community Safety	Employer	Parties will have a Task Team meeting to engage on the matter and feedback would be provided in the next meeting of the Chamber.
9	Review of Organisational Structure - Department of Community Safety	Employer	The matter remains on the agenda for reporting in the next meeting of the Chamber.
10	Protective Clothing - Department of Infrastructure Development	PSA	The matter remains on the agenda for reporting in the next meeting of the Chamber.

NORTH WEST

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Appointment of Officials in the Department of Education	PSA	The matter remains on the agenda for further progress report by Employer.
2	The Implementation of the 24/7 Shift System and Employment Challenges: Lack of Consultation - Department of Community Safety	PSA	The matter also remains on the agenda for further progress report.
3	Inadequate Provision of Tools of Trade - Department of Community Safety	PSA	The matter also remain on the agenda for further progress report.
4	Staff Shortages - Department of Community Safety	PSA	The matter also remain on the agenda for further progress report.
5	Transportation for Night Shift Employees -Department of Community Safety	PSA	The item remains on the agenda for further reporting/discussions.
6	Uncapped Standby Allowance	PSA	The item remains on the agenda for further reporting/discussion.

ITEMS OF DISCUSSION IN PROVINCIAL CHAMBERS

MPUMALANGA

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Establishment of OHS Forums	POPCRU	The Employer will forward the list of the appointed fire marshals, floor aiders and first aiders. The Employer will engage its principals regarding Labour to form part of the committees and feedback will be provided.
2	Poor Performance	POPCRU	The Employer undertook that Labour will form part of the trainings that will be conducted on the matter. The matter remains on the agenda for reporting in the next meeting of the Chamber.
3	Consultation on the GPSSBC Resolution 1 of 2012: Governance Rules for Chambers	Council	The matter was under consultation at the Council Level.
4	Movement of Administrative Staff in Traffic Law Enforcement in the Western Cape Mobility Department	Employer	The Employer will provide Labour with the list of the affected employees. Labour will engage the affected members and provide feedback.
5	Consultation On the Proposed Changing Of Working Hours Of Farm Aids (Elsenburg Farm) In The Directorate: Animal Sciences In The Department Of Agriculture.	Employer	The Employer will provide Labour with a detailed written report regarding the matter. Labour will consult its members and feedback will be provided in the next meeting of the Chamber.
6	Department Of Agriculture WC Mobility Department Traffic Working Hours	Employer	Parties will convene a meeting outside of the Chamber for further deliberations and feedback will be provided in the next meeting of the Chamber.

FREE STATE

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Resolution 1/201	Council	The matter was removed from the agenda as it was finalized.
2	Monitoring the Revival and Establishment of Occupational Health and Safety (OHS) Committees	PSA	The matter remains a standing item on the agenda until its finalised.
3	Concerns Regarding Non-Parties to Council Representing Members	PSA	The matter remains a standing item on the agenda until its finalised.

ANALYSIS OF FACILITATION PROCESS FOR PROVINCIAL CHAMBERS

The table below illustrates the two Province that had Facilitation Sessions during this reporting period.

Western Cape

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
1	Poor Performance	POPCRU	The item was referred back to the Chamber for further engagements between parties.

Limpopo

NO	ITEM	SPONSORED BY	ANALYSIS/RECOMMENDATION
2	[illegible] Department of Economic Development Environment and Tourism.	Organised Labour	The Employer was afforded an opportunity to proceed with the process [illegible] conclude the process by end of October 2024.

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 Higher Education and Training, Government Printing Works, Statistics South Africa, Department of Mineral Resources and Energy, Civilian Secretariat for Police, Department of Employment and Labour, Department of Small Business and Development, Centre for Public Service Innovation, Department of Military Veterans, Judicial Inspectorate for Correctional Services, 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

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.

DISPUTE MANAGEMENT

DMU REPORT 2024/2025

Preface

Nationally, dispute management community is transforming itself by modernising its dispute resolution practices and pursuing new modalities in the dispute resolution ecosystem. If dispute resolution institutions like in our Council want to remain relevant in this highly competitive environment, they must embrace transformation and change to lead in dispute resolution industry.

Dispute Management Unit enables the legal mandate of Council to effect prevention and dispute resolution within the Public Service in an impartial and equitable manner. Thus, advancing economic development, social justice, labour peace and the democratization of the workplace.

The Unit holds legislative mandate to execute its role as conferred in s52 and s127 of the Labour Relations Act 66 of 1995 (as amended) in undertone with requisites entrenched in the Bill of Rights and the Constitution of the Republic of South Africa, 1996.

4th Industrial Revolution

The Unit successfully migrated to paperless system were it adopted technology to facilitate its business processes striking introduction of hybrid model to conduct hearings for the Council. It now further successfully introduced into an online electronic platform for Labour Court. Thus, allowing electronic filing of records and access to files in LC remotely. Consequently, creating beneficial suppleness to its hearing processes with ability to conduct hearings both virtual/and physical accommodating parties for various circumstances and to counter the effect of socio-economic ills that affect all in the country e.g. travelling costs, load shedding, couriers, time saving etc.

Costs Management

The introduced "Cap" measure limiting number of cases to be set down monthly, doing away with open ended setting down of matters as when are received is retained, scaled at 300 matter per month.

This costs management measure, imply that matters are spread to months ahead for hearings, rules are reviewed/reroute to EXCO for endorsement and the SLA is also revised to ensure efficient usage of allocated dates.
The Council claims subsidies from CCMA for finalised and issued awards mitigating costs in dispute processes.
Review applications are domestically attended in terms of s161 of the LRA were necessary. Compelling applications and enforcement applications are handled internally as opposed to outsourcing these functions to legal firms.
Introduction of Labour Courts electronic system created huge base mitigating on costs of review processes for couriers, time and travelling etc.

KPA's for the Unit

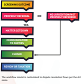
- Continuous reviewing and strengthen the Dispute Resolution Rules and Procedures for greater effectiveness including standard operating procedures.
- Embolden and vitalise improvement of the outcome of the conciliation process.
- Advancement of the constitution and rules of the Council to ensure enforcement of collective agreements.
- Heighten dispute prevention strategies through Training and Communication amongst others.
- Integrate and embrace technology in the Dispute Resolution Administration process. (Integrated Management System).
- Contribute meaningfully to the establishment of a professional body for Dispute Resolution Practitioners.

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

- Indexing and correspondences for the Council.
- Screening of received referrals.
- Scheduling/rescheduling of cases
- Amendment of Dispute Resolution Rules
- Enhancement of Standard Operating Procedures
- Management of Postponements
- Management of Outcomes
- Management of various applications
- Performance Management of Panellists
- Ensuring availability of interpreters for hearings.
- Liaise and provide Statistics to CCMA
- Handling of notice of motions for review applications

- Manage and administer records of proceedings
- Filing notices of compliance/ explanatory affidavits to Labour Courts
- Managing notices of motions and applications.
- Representation in LC costs compelling applications in LC.
- Applications for Enforcement of Contempt Rulings in LC (s142)
- Ensuring implementation of courts judgements
- Monitoring and analysis of awards on review
- Quality control of outcomes
- Conducting of Conciliation hearings
- Management of Taxation processes
- Reconstruction hearings.
- Handling of complaints/enquiries/walk-ins etc.

Dispute Workflow.
The model is suitable for indorsing and monitoring of roadmap stages.



The workflow model is customised to dispute resolution flows per the Act and convenient for monitoring case progressions.

Allocation of Cases in the Unit
The Unit operates in a Case Cycle System through Workstation formations.
Processes are streamlined following respective Workstations.
Allocation of cases to Commissioners is centralised within five scheduling Workstations to set down matters.
The following features are considered for allocation and scheduling

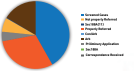
- Nature of the dispute
- Complexity of the matter also influences the calibre of the Commissioner to be allocated.
- The red lined matters as identified via screening receive special attention by allocating them to most experienced Commissioners
- High Profile/Senior Personnel with sensitive complicated cases are allocated to most experienced Commissioners
- Cases are allocated equivalently among Commissioners informed by their availability and performance.
- Timelines are considered when allocating cases.
- Geographic origin of the disputes are as well considered

STATISTICAL REPORT

Correspondence received.
A total number of 30054 pieces of correspondence was received, these includes faxes, e-mails and hand delivered documents.

Cases Screened
A total of 3728 cases were screened: conciliation referrals 2245, con-arb 8, arbitration 1457, disciplinary enquiry in terms of Sec188A 11, Sec188A(11) 16. Properly referred cases 2696, A total of 603 cases were not properly referred. 405 preliminary applications/others, these include request for rulings, duplicate and out of jurisdiction.

Table: **Screened Cases**



Acknowledgement and other letters
A total of 18992 letters were sent to parties, they include acknowledgement letters, missing information letters on referral forms, no jurisdiction letters etc. The cases are scheduled once the required information is received.

Referrals for Conciliation
A total of 2245 new referrals applications for conciliations were referred to Council.

Condonation rulings and other rulings
A total of 331 condonation rulings were decided by commissioners, of them 177 were granted and 154 not granted and rulings distributed to respective parties. Where condonation is granted, cases are scheduled for conciliation or arbitration. Thirty one (31) joinder and consolidation rulings were sent to parties and Collaborator system updated accordingly.

Referrals for Arbitration

A total of 1657 new arbitrations where received, 1215 were found properly referred cases, 155 were not properly referred and they include duplicates. The properly referred cases are scheduled for first-time arbitration hearing , and they exclude rescheduled arbitration cases.

Outcome Certificates Issued

Conciliations are conducted internally 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) Council 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 Council.
A total of 1544 outcome certificates were issued, including cases where a party foresee no prospect of settlement before a case is scheduled for conciliation or are issued after the expiry of 30 days.

Disciplinary cases and enquiry in terms of section 188A

A total of 11 new disciplinary and enquiry in terms of section 188A were referred by the employer parties and are accordingly scheduled. These are allocated a date of hearing once Council is in receipt of confirmed proof of payment.
Disciplinary cases and enquiry in terms of section 188A(11)

A total of 14 new disciplinary and enquiry in terms of section 188A(11) were referred by employee parties and are accordingly scheduled. These are allocated a date of hearing once Council is in receipt of confirmed proof of payment.

Issued Set Down Notices for section 188A

A total of 414 individual notice of set downs were issued for cases that are scheduled for the first-time hearing, these are notices issued to parties and commissioners. On average four notices of set downs are issued per case (depending on the requirements of parties), these include e-mail notices and faxed notices (notifications are also send via SMS).

Settlements

A total of 0 cases were settled at Conciliation. These are cases settled prior to a conciliation hearing or after the conclusion of a conciliation hearing amounting to 0.000% of the referred Conciliations.

Hearing reports and arguments

A total of 24 outcome reports were issued after conclusion of the disciplinary inquiry in terms of s188A and s188A(11), they include argument filed by parties relating to issues emanating from these hearings.

Withdrawals

A total of 0 cases were withdrawn by the applicants, these are cases withdrawn prior to a conciliation hearing or after conclusion of the conciliation hearing.

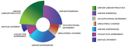
Figure: **Processed Correspondences**

Breakdown of referred case by issue.

Below provides reflection to nature of dispute as referred.

Collective Agreement **69**; Matter of Mutual Interest **18**; Occupational Detriment **10**; Unfair Dismissal **397**; Unfair Labour Practice **585**; Unfair Suspension **198**; Unilateral Change **58**; Others **60**.

Figure: **Cases by Issue**

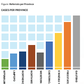


Breakdown of referrals per Province

Gauteng **403**; Free-State **186**; Eastern Cape **154**; Western Cape **150**; North-West **125**; KwaZulu-Natal **124**; Northern Cape **102**; Limpopo **66**; Mpumalanga **56**

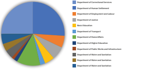
Figure: **Referrals per Province**

CASES PER PROVINCE



Highest Department referrals

Correctional Services **265**,Home Affairs **61**,Water & Sanitation **68**,Employment & Labour **51**,Basic Education **26**, Higher Education **123**,Human Settlement **19**,Justice **15**, Transport & Safety **44**, Public Works & Roads **38**, Premier **53**, DALRRAD & Forestry Fisheries **65**, Others **255**.



Represented Cases

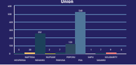
106 by co-employee; **300** by individual; **125** by legally represented; **935** by Union representatives

Figure: **Representation in cases.**

List of cases referred per Union

Reflection to breakdown of cases per Unions as referred.
Re HOSPERSA = **5**; NAPTOSA = **20**; NEHAWU = **252**; NUPSAW = **02**; PAWUSA = **07**; POPCRU = **123**; PSA = **568**; SAPU = **01**; SOLIDARITY = **06**; SADTU = **09**.

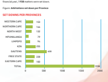
Figure: **Referral Per Union**



Mid-Process Stream (Arbitrations)

The following table summarizes the total number of scheduled arbitrations (set downs) per Province. During the financial year, **1 938** matters were set down.

Figure: **Arbitrations set down per Province**



Hearing days per Province

Five thousand four hundred and eighty-one 5481 hearing days were set down for the period 2024/2025. The highest recorded is Gauteng - 2118, KwaZulu-Natal -772 and Free State - 580respectively.

Figure: Hearing Day Per province

ARBITRATION SITTINGS PER PROVINCE

Other Scheduled Processes

Other processed hearings are disciplinary enquiries in terms of Resolution 1 of 2003 and s188A.
Figure: Disciplinary Hearings and section 188A per Province

PROVINCES	SECTION 188A	RESOLUTION 1 OF 2003
EASTERN CAPE	01	00
FREE STATE	06	00
GAUTENG	13	05
KWAZULU NATAL	00	00
LIMPOPO	00	00
MPUMALANGA	02	00
NORTH WEST	02	00
NORTHERN CAPE	01	00
WESTERN CAPE	00	00

Postponements

Two hundred and eighty-one (281) postponement applications were processed . Of these, 233 applications complied with the applicable rules and were granted, while 48 were found to be non-compliant and were consequently refused.

Much as postponements forms of dispute resolution processes, if abused can hinder progress, leading to unnecessary delays and increased costs in managing disputes. Unjustified postponements weaken the primary objective of ensuring speedy resolution of disputes. Costly postponements often arise from adjournments during hearings, driven by reasons such as alleged improper service of documents or unpreparedness.

Postponement trends are closely monitored in cooperation and collaboration with commissioners to mitigate and ensure that postponements are justifiable with substantiated grounds. Important, provisions of rule 48 is applicable including the awarding of costs against frivolous requests and deliberate or abuse of the process.

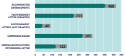
The SLA for Commissioner is also strengthened to limit unwanted unnecessary adjournments and postponements of proceedings.

Cancellations/Withdrawals
A total of one hundred and twenty-two (122) cancellations and withdrawals were processed. These were primarily due to factors such as the unavailability of commissioners, illness, system failures, and other unforeseen circumstances.

Issuing of Subpoenas
A total of two hundred and eighty-five (285) subpoenas were also issued in accordance with section 142 of the Labour Relations Act (LRA) and the provisions of the GPSSBC Rules.

Accommodation and Travelling Arrangements
A total of four hundred and sixty-eight (468) travel arrangements were processed, reflecting a slight increase compared to the previous year. To mitigate costs, accommodation booking for interpreters was discontinued and try all means to utilize closer or within Province interpreters.

Figure: **Miscellaneous Administrative Tasks.**



Service Providers

Panelists
Panelists are primary resource, the ground face in providing dispute resolution services to the Council. They are the vanguard of dispute resolution processes and characterize face of the Council in their interactions and contacts with parties.

Established key requirement for appointment as a Panelist is accreditation by the **Commission for Conciliation, Mediation and Arbitration (CCMA)**, in line with the criteria set by the CCMA for the accreditation of Councils. This accreditation ensures that Panelists meet the required performance standards, while also enabling several benefits for both the Panelist and the Council. These include:

- Subsidization of Arbitration Awards
- Efficient processing and certification of Awards
- Capacity-building and development opportunities for Panelists
- Achievement of efficiency targets critical for maintaining the Council's accreditation status.

Obtaining of CCMA-accredited Commissioners provides significant value to the Council. It helps moderate operational costs, ensures quality of outcomes, and supports the Council's strategic objectives.

Service Level Agreements are formalized to reinforce relationship with Panelists. This agreement regulates the terms of engagement, payment structures, and performance expectations, thereby promoting accountability and operational efficiency.

Figure: Table of Panelist per Province

PROVINCES	TOTAL
EASTERN CAPE	20
FREE STATE	08
GAUTENG	38
KWAZULU NATAL	32
LIMPOPO	13
MPUMALANGA	10
NORTH WEST	07
NORTHERN CAPE	06
WESTERN CAPE	16

Interpreters

Interpreters provide a critical and invaluable service that substantially contributes to the effectiveness of the dispute resolution process. Their availability not only ensures fairness in hearings but also alleviates costs to Council arising from postponements. Additionally, interpreters play a key role in refining turnaround times and facilitating access to justice, thereby advancing meaningful social justice within our proceedings.

The Service Level Agreement (SLA) for interpreter services has been drafted, processed, and is pending adoption by the Council.

Figure Interpreters per Province.

PROVINCES	TOTAL
EASTERN CAPE	22
FREE STATE	09
GAUTENG	46
KWAZULU NATAL	35
LIMPOPO	17
MPUMALANGA	09
NORTH WEST	15
NORTHERN CAPE	11
WESTERN CAPE	05

Arbitration awards rendered.

During the current financial year 327 awards were issued, with 131 in favor of employees and 196 in favor of the employer.

Figure: Total awards issued.

Arbitration Rulings Issued

During the current financial year **456** arbitration rulings were issued consisting of jurisdictional, postponements, dismissals, contempt, recusals, disclosure of documents and others.

Figure: **Total rulings issued.**

APPLICATIONS

Applications

For the current financial year 261 applications were filed with the Council. The following table shows the total number of applications received and processed.

APPLICATION	TOTAL
Enforcement (s143)	122
Rescission	87
Variation	32
Taxation	0
Section 142A	20
TOTAL NUMBER OF APPLICATIONS	**261**

Figure: Settled Cases

Figure: Withdrawn Casest

Records Management
In the current financial year 1372 records of proceedings were issued. Total audio-recordings and bundles issued (records of proceedings).

Figure: **Total records of proceedings issued.**

Reconstruction of Records
Eighteen (18) cases were set down for reconstruction of records in the current financial year.

Review Applications
For the reporting period, 157 notice of motions in terms of s145 and s158 of the LRA were administered. Of the 157 review applications, 96 were filed from the employee party and 61 by the employer party.

Figure: **Total reviews per Party.**

Prioritising Dispute Prevention.
Our path to a more equitable and prosperous future hinges on our ability to effectively harness dispute prevention mechanisms to ensure realization of meaningful social justice in the public service. Through various interventions such as training in Labour Relations, RBO's, Panelists sessions and Revision of Rules, the impact which continues to be woven in the fabric of the public service and those we serve.

Inherently, collective bargaining through departmental chambers process dispute prevention mechanism package, as it provides platform for parties to trade on interests/rights issues among themselves. Accordingly, the processes present positive effect to dispute resolution in general. Dispute Management Unit for the Council remains the pace setters in services of dispute resolution processes to Public Service sector with wide and a complex scope. A central point of reference in fulfilling legislative objectives, advancing social justice and labour peace in the Sector. A continuing voyage for the Unit to keep on advancing in line with the constantly moving contexts in work relations.

RESIDENT PANELLIST UNIT

STATISTICS

Strategic Goal 3: Improve internal Operating Processes

Introduction

The principal objective of the Resident Panellist Unit (RPU) is to deliver effective labour relations support to the stakeholders of the Council and to assist in enhancing the Council's initiatives aimed at dispute prevention.

This report details the cases assigned to the Resident Panellist Unit, which encompasses conciliation, pre-arbitration, in limine and arbitration processes conducted during the review period from 1 April 2024 to 31 March 2025.

- Liaise and provide Statistics to CCMA
- Handling of notice of motions for review applications

Overview

During the review period, the Resident Panellist Unit conducted a total of eight hundred and seventy-six (876) processes, which included seven hundred and twenty-eight (728) conciliations, two (2) in limine processes, sixty-four (64) pre-arbitrations, and seventy-three (73) arbitrations.

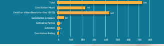
Graph 1: **A breakdown of the processes conducted by RPU**

Conciliation finalised/outcomes

Out of the seven hundred and twenty-eight (728) conciliations conducted, 449 certificates of non-resolution were issued in accordance with section 135(5) of the Labour Relations Act 66 of 1995, as amended (LRA), two hundred and sixteen (216) heard, 6 conciliations whereby the 30-day conciliation period was extended, and five (5) settled by the parties.

The low settlement rate during the conciliation process can be attributed to the absence of a mandate to reach a resolution. Furthermore, it has been observed that the parties frequently request the Council to issue certificates of non-resolution and exhibit a preference for pursuing arbitration, thereby circumventing the voluntary conciliation process.

Graph 2: **A breakdown of conciliations heard and closed by RPU**



Arbitration finalised/outcomes

Out of the arbitration hearings conducted by the unit, 6 awards were issued, 5 remained part-heard, 5 were adjourned, 4 jurisdictional rulings issued, 4 were withdrawn and 3 matters re-assigned to other commissioners.

Graph 3: An outcome breakdown of arbitration hearings by the RPU

Resident Panellist Unit costs savings

Linkage of performance to cost savings.

PROCESSES	PANELLIST DAILY RATE	ACTUAL SAVINGS COST
Conciliations	878 / 5 = 176.6 d. days x 1850	R326 868.00
Conciliation Ruling	R500.00 x 6 =	R 3000. 00
Arbitrations	R3 000.00 d. rate x 41 =	R123 000.00
Pre-Arbitration	R3000.00 d.rate x 1.3.6 days x R3000	R61 000.00
Award	R1 000.00 x 6	R6 000.00
TOTAL – COST SAVINGS		R 495 868

Vetting and Perusal of Arbitration Awards Report

Three hundred and fifty-three (353) arbitration awards rendered, one hundred and twenty-four (124) awards were returned to panellists for corrections before issuance to parties. A total of 229 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.

Diagram A: **A breakdown of awards rendered – compliance and non-compliance**

PANELLISTS WORKSHOP

Summary of Case Law Monitor presented during the Panellist Workshop of 12 October 2024

The Presentation with the Panellist commenced with a discussion on the common themes noticed during the perusal of awards. This was a very insightful discussion which provoked the interaction with the panelists. Following thereto, six (6) judgements were discussed. To follow is a summary of the judgements:

Lewis Stores (Pty) Ltd v SACCAWU obo Ngcaku and others (PR267/22)

The judgement deals with the vexed question, when does resignation take effect. The employee, who faced disciplinary action for dishonesty, theft and fraud, elected to resign.

The employer at first decided not to accept the resignation with immediate effect and informed the employee accordingly. To put it differently, the employer informed the employee that the notice period must be observed and that the disciplinary action will continue during such period. However, one month after the resignation, the employer issued an exit letter to the employee. Somewhat strangely, a month later the employer addressed a further letter to the employee whereas the employee was advised that the employer accepted the resignation letter.

Approximately four (4) months later the employee addressed a letter to the employer enquiring when her disciplinary hearing will be convened. The matter was ultimately referred to the CCMA and thereafter to the Labour Court.

The Labour Court restated the principles regarding resignation and ultimately held that resignation is a unilateral act which needs no acceptance from the employer. In the same regard, the resignation cannot be withdrawn without the acceptance from the employer.

This implies that if the employer does not waive the notice period in which an employee must work in accordance with either the contractual obligations; a collective agreement or the BCEA, that the employer can still discipline an employee during the notice period. However, when the resignation takes effect, the employer no longer has any authority over the employee.

In this regard, the Labour Court accepted there was no agreement to withdraw the resignation and therefore the resignation took effect after the notice period expired.

Arunachellam v Woolworths (Pty) Ltd and Others (D217/2020)
Three issues where before the Court. The first relates to whether an award could be considered without closing arguments; the second to the approach to be followed in considering the procedural fairness of a dismissal; and the third to the appropriateness of the sanction.

The Court held that closing arguments are not used to submit new evidence, and therefore the commissioner had all the information required to issue the award.

As to the approach to be followed when dealing with procedural fairness, the Court held that procedure should not be criminalized. In this regard, cognizance with be taken of the draft amendments to the Labour Relations Act, whereas the proper approach to procedural fairness is addressed.

Turning to the consideration regarding the appropriateness of the sanction, the Court cautioned commissioners not to interfere with the sanctions imposed by employers just because they don't like is. There must be a measure of deference to the sanction imposed by the employer to the requirement that the sanction imposed is fair, rational being that it is primarily the function of the employer to impose a proper sanction.

Department of Justice and Constitutional Development v Mthethwa and Others (D313/2020)
This judgement unfortunately had to deal with the issue where a commissioner issues an award where no evidence was led. We say unfortunately as this was not the first judgement where this issue was determined by our courts. Despite this authority the issue persists, even in the GPSSBC.

The Court held a commissioner may only determine a dispute if there is evidence before him/her. Closing arguments does not constitute evidence and therefore parties must either lead evidence or submit a stated case.

Mbeje and Others v Department of Health Kwazulu-Natal and Others (DA33/2022)
The question that served before the Court was whether a person could resile from a pre-arbitration minute?
The Court held that a commissioner must be circumspect and not allow a party to sneak in issues that are beyond what was agreed to in the pre-arbitration minute.

The objective of a pre-arbitration minute is to agree on limiting the issues in dispute. The agreement will accordingly have the effect of shrinking the scope of the issues to be advanced by the parties. This means that a party cannot broaden the terms of the scope of enquiry before the commissioner once issues have been limited.

Bierman and Others v MEC Free State Department of Health (PR59/21)
The judgement highlights the consequences where commissioners do not properly consider the evidence before them in relation to the nature of the dispute. In this judgement the commissioner determined that the dispute was not an unfair labour practice, as referred to the council, but rather an interpretation or application dispute. In so doing the Court held that the commissioner considered and applied the wrong principles.

The Court cautioned that commissioners must consider the applicability of case law carefully and give specific attention to distinguishing factors. Further that commissioners must not give advice to parties but rather resolve the dispute as was referred by the applicant.

The consequences as pointed out by the Court of the above scenario is that any further dispute, whether the same parties, the same facts and the same causes of action is before the Council, that the matter would be res judicata and the council will have no jurisdiction to determine the dispute.

Department of Higher Education and Training v Commissioner Smiza GPSSBC and Others (JA53/2020)
In this judgement the requirements to be met by an applicant in an unfair promotion dispute was set out.
Most of the disputes referred to the council relate to promotional disputes, and this judgement therefore was of great value to the panelists.

The Court noted that a determination in this regard, is typically weighed on the evaluation of the process and the justification given for the decision. An employer is required to act lawfully and adhere to the objective standards of fairness along with the criteria set out for promotion, which includes its own policies in order to ensure that eligible applicants are provided with a fair opportunity to compete for the post. Any conduct that prevents such a fair opportunity will usually be found to constitute an unfair labour practice.

A very important learning from the judgement is that the selection committee was entitled to impose additional criterion which it did to limit the number of applicants to be shortlisted and interviewed. The Court held that there was nothing irrational or unfair in this additional criterion imposed, especially since the employee lacked the relevant years of experience required in order to be shortlisted.

Commissioners should therefore avoid a mechanical approach but rather prefer one where the evidence is considered fairly. The onus of prove is on the employee and they must accordingly show that they were deprived of an opportunity to fairly compete for the post, this entail that they must do more than just show that they were a suitable candidate for shortlisting, they must also establish that the decision not to shortlist was arbitrary, irrational or motivated by malice.
In conclusion, principles of the evaluation of evidence were discussed with reference to well-established principles set out by our courts.

CONCLUSION
The RPU conducted a total of 728 conciliations and 73 arbitration, 64 pre arbitration 2024/2025, as compared to 878 conciliations and 41 arbitration, 41 pre arbitration in the previous financial year.

There is a decrease in terms of conciliation processes conducted as compared with the previous financial year 2023/2024. This could be attributed to parties requesting the certificate of non -resolution and to bypass the conciliation process. The other reasons could be attributed to the low settlement rate during conciliation stage. The parties come to the process without a mandate to settle.

The attendance and participation at conciliations has improved tremendously the process is conducted virtually.
We have seen an improvement in Gauteng Province in finalization of dismissal cases after we have issued a Directives in previous financial year 2023/2024 to parties **to hold compulsory pre arbitration hearings virtually** in all dismissal matters to assist parties come to arbitration process ready to proceed.

The RPU continue to arrange case law monitor 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.

HUMAN RESOURCE MANAGEMENT

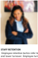
The purpose of Human Resource Management practices is to manage the people within the workplace to achieve the organisation's mission and reinforce the corporate culture. It also manages performance reviews, provides rewards to encourage employees to achieve organizational objectives. To achieve business strategy, HRM is crucial for strategic planning, training and development, achieving the organisation's objectives, and creating a healthy work environment.

SECRETARIAT PROFILE 2024/2025.

The GPSSBC reviewed its organizational structure to be aligned with its objectives, Communications unit was recognized, and the Manager: Executive Support & Communications position was abolished to sustain the funds. Below find the reviewed GPSSBC organizational structure:

RECRUITMENT & SELECTION

The Council has 1 vacant post – Front Desk Administrator. Council had 1 resignation- DM Administrator for Arbitration Support & Helpdesk. One of our interns –Ms Lerato Radebe was appointed and resumed her duties in November 2024 for the position of DM Administrator for Arbitration Support & Helpdesk. The organization's internship program might be very beneficial to prospective employees. It could be the solution to your hiring issues in a competitive labour market.



I'm thrilled and grateful for the opportunity to join the GPSSBC. This role aligns perfectly with my skills, experience, and career goals. I'm confident that my expertise in organising and managing events will enable me to make valuable contributions and grow professionally. I'm looking forward to collaborating with the team and driving success in this position.

– Lerato Radebe

During the year 2024/2025 in partnership with PSETA, the GPSSBC had four interns and were assigned in different departments within the organisation. It sounds like there have been some exciting developments at GPSSBC!!! Mr. Therence Sekapane, through the internship program, seems to have discovered valuable opportunities in the greener prospects. The GPSSPBC 2 remaining interns are, Mr Collen. Sebothoma (Resident Panellist Intern) and Mr Athi Siphe Xongwana (Human resources Intern).

STAFF RETENTION

Employee retention tactics refer to the procedures and methods that an organization uses to retain its best employees and lower turnover. Employee turnover and retention pose a significant workforce management problem to many HR professionals, compromising their ability to develop and make a profit while adding significant operating costs for employers.

The following employees served the Council for 15 years:

NAMES	START DATE	YEARS IN SERVICE
Ms. Monica Morudi	01 October 2009	15 YEARS
Mr. Manare Mathekga	02 October 2009	15 YEARS

TRAINING AND DEVELOPMENT

The persistent issue of attracting and retaining skilled people in the workplace today can be effectively addressed through employee development. GPSSBC has constantly hold the standards for training and development its employees as an enhancing organizational result through the execution of internal training initiatives that promote staff development and retention. GPSSBC grants study loans, bursaries, and soft skills training .

During the 2024-2025 period, the Council maintained its commitment for developing staff and granted bursaries to 16 staff members to study at any institution of their choice.

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

EMPLOYEES	QUALIFICATION OBTAINED
Pollet Malatji	Higher Certificate in Paralegal Studies
Thembi Masombuka	Higher Certificate in Business Management

GPSSBC staff attended and achieved the certificates in the following Skills Programmes. The funding project was through PSETA.

GPSSBC/PSCBC Certificate Ceremony was held in Protea Hotel Midrand on the 29 November 2024.

Congratulations!!! to the GPSSBC staff who achieved National Certificate in Public Administration–Procurement:

SHORT COURSES	EMPLOYEE(S) ATTENDED
Advance Labour & Dispute Prevention Approach	26 Attended
Advance Labour & Dispute Prevention Approach	26 Attended
National Certificate in Public Administration – Procurement	12 Attended & achieved
NABC Labour Inspector	13 Attended

Short Courses attended:

SHORT COURSES	EMPLOYEE(S) ATTENDED
Imsimbi Training – Meeting & Minutes Management	1 Employee

Workshops and Seminars attended:

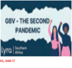
WORKSHOPS AND SEMINARS	EMPLOYEE(S) ATTENDED
Juta annual Labour law update Seminar	2 Employees
THE CCMA AND SOUTH AFRICAN LABOUR LAW REPORTS' 48TH ANNUAL SEMINAR	7 Employees
SAGE – Essential of Leave abuse and Absenteeism Seminar	6 Employees
Managing Disciplinary hearings for Public Services Forum	1 Employee
Managing Disciplinary hearings for Public Services Forum	1 Employee

STAFF ENGAGEMENT

Valentine's Day presents the perfect opportunity to make employees feel valued and appreciated. Thoughtful gestures of gratitude boost morale, engagement, and productivity. Taking time to recognize and celebrate your staff helps create a positive workplace culture and unity. Investing in thoughtful expressions of appreciation is a key ingredient for any organization that prioritizes its people. During this year under review GPSSBC staff also celebrated Valentines Day on the 14th of February 2025, allowing their staff to share words of affection.

EMPLOYEE WELLNESS

Employers, fostering an environment that enhances overall well-being leads to higher engagement, productivity, and motivation, benefiting the entire organization. GPSSBC is prioritising employee well-being by utilising the services of Lyra Wellbeing to educate, give information and assisting their employees across physical, mental, social, financial, and occupational dimensions. Lyra Wellbeing has introduced online webinars that assist employees on awareness of issues that has an impact on their daily lives.



EXECUTIVE SUPPORT, COMMUNICATIONS, AND IT

EXECUTIVE SUPPORT, COMMUNICATIONS, AND IT

Website/www.gpssbc.org.za
The GPSSBC website has been a great digital communication channel between 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 have successfully linked our social media platforms (Facebook, X-Twitter and Instagram) to the website, which has significantly boosted our social media traffic. We are always looking for modern ways to improve the experience.

Social media
In the reporting period from 1 April 2024 to 31 March 2025, the GPSSBC has become popular on social media networks, as reported previously, and has grown a following of 1267.

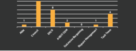
We are pleased to announce that during this period, we were able to communicate with stakeholders through the GPSSBC Facebook page, X-Twittwer and Instagram. We responded to queries and provided updates on ongoing issues within the sector. Furthermore, we are delighted to announce that we were able to launch TikTok 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 meetings 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 review.



General Public Service Sector Bargaining Council (GPSSBC) 25th Annual General Meeting (AGM) Lyttelton Centurion 25 July 2024

The General Public Service Sector Bargaining Council (GPSSBC) successfully held its 25th Annual General Meeting (AGM) at the GPSSBC offices, Lyttelton Centurion.

Limpopo, Provincial Chamber on interest based bargaining workshop – Limpopo 8 March 2024

The General Public Service Sector Bargaining Council (GPSSBC) hosted the Limpopo, Provincial Chamber on the interest based bargaining workshop.

Gauteng, Provincial Chamber on the interest based bargaining workshop – Johannesburg 12 March 2024

The General Public Service Sector Bargaining Council (GPSSBC) hosted the Gauteng, provincial Chamber on the interest based bargaining workshop.

International Labour and Employment Relations – Zambia 3 April 2024

Day 1 MRS SHARLAINE ODDIT: ILERA EXCO MEMBER, delivered a message of support at the International Labour and Employment Relations Association (ILERA) 10th AFRICA Congress – Zambia under the theme: Challenges IN WORLD OF WORK IN THE WAKE OF GLOBAL POLYCRISIS: AFRICAN PERSPECTIVES.

International Labour and Employment Relations – Zambia 4 April 2024

Day 2 of International Labour and Employment Relations Association (ILERA) 10th Regional Congress – ZAMBIA, MRS SHARLAINE ODDIT – ILERA EXCO MEMBER chaired a session on: The impact of Technology and digitization on the world of work

Workshop Chamber for Resolution 1 of 2024 and Resolution 2 of 2024 – Pretoria 11 April 2024

The General Public Service Sector Bargaining Council (GPSSBC) conducted the workshop for Chambers on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in Conditions of Service – Special Leave).

Workshop Chamber for Resolution 1 of 2024 and Resolution 2 of 2024 – Pretoria 15 April 2024

The General Public Service Sector Bargaining Council (GPSSBC) conducted the second workshop for Chambers on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in Conditions of Service – Special Leave).

First provincial Chamber workshop at Mpumalanga for: Resolution 1 of 2024 and Resolution 2 of 2024 – Mpumalanga 30 April 2024

The General Public Sector Bargaining Council (GPSSBC) conducted the first provincial workshop at Mpumalanga for chambers on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in conditions of Service special leave).

Second provincial Chamber workshop at KwaZulu-Natal for Resolution 1 of 2024 and Resolution 2 of 2024 - KwaZulu- Natal 06 May 2024

The General Public Sector Bargaining Council (GPSSBC) conducted the second provincial workshop in KwaZulu-Natal for chambers on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (improvements in conditions of service leave).

Third provincial Chamber workshop at Gauteng for Resolution 1 of 2024 and Resolution 2 of 2024 Johannesburg - 14 May 2024

The General Public Service Sector Bargaining Council (GPSSBC) conducted the third provincial workshop at Gauteng for chambers on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in conditions of service special leave).

Fourth provincial chamber workshop at Western Cape for Resolution 1of 2024 and Resolution 2 of 2024 Western Cape, Cape Town - 17 May 2024

The General Public Service Sector Bargaining Council (GPSSBC) held the fourth provincial workshop in Western Cape for chambers on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in conditions of service special leave).

Provincial workshop for Resolution 1 of 2024 and Resolution 2 of 2024 Northern Cape, Kimberley – 22 May 2024

The General Public Service Sector Bargaining Council (GPSSBC) conducted a provincial workshop for chambers in the Northern Cape – Kimberley on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in conditions of service – special leave).

Provincial workshop for Resolution 1 of 2024 and Resolution 2 of 2024 Free state, Bloemfontein – 23 May 2024

The General Public Service Sector Bargaining Council (GPSSBC) conducted a provincial workshop in the Free state, Bloemfontein on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in Conditions of service special leave).

Provincial workshop for Resolution 1 of 2024, Resolution 2 of 2024 and Resolution 3 of 2024 Limpopo – Polokwane 3 June 2024

The General Public Service Sector Bargaining Council (GPSSBC) held a provincial workshop in Limpopo – Polokwane on the following: Resolution 1 of 2024 (Charter of the GPSSBC) and Resolution 2 of 2024 (Improvements in conditions of service special leave) and Resolution 3 of 2024 (Appointment of full-time shop stewards and release of trade union office bearers).

Provincial workshop for Resolution 1 of 2024, Resolution 2 of 2024 and Resolution 3 of 2024 North West Rustenburg – 7 June 2024

The General Public Service Sector Bargaining Council (GPSSBC) held a provincial workshop in Northwest – Rustenburg on the following: Resolution 1 of 2024 (Charter of the GPSSBC), Resolution 2 of 2024 (improvements in conditions of service special leave) and Resolution 3 of 2024 (Appointment of full time Shop Stewards and release of Trade Union office bearers).

Provincial workshop for Resolution 1 of 2024, Resolution 2 of 2024 and Resolution 3 of 2024 Eastern Cape, Eastern London – 10 June 2024

The General Public Service Sector Bargaining Council (GPSSBC) held a provincial workshop in Eastern Cape, East London on the following: Resolution 1 of 2024 (Charter of the GPSSBC), Resolution 2 OF 2024 (improvements in conditions of service special leave) and Resolution 3 of 2024 (Appointment of full time Shop Stewards and release of Trade Union office bearers).

National workshop for Resolution 3 of 2024 Gauteng, Pretoria – 4 July 2024

The General Public Service Sector Bargaining Council (GPSSBC) conducted a National workshop in Gauteng, Pretoria on the following: Resolution 3 of 2024 (Full-time shop stewards and release of Trade Union Office Bearers).

National workshop for Resolution 3 of 2024 Gauteng, Pretoria – 5 July 2024
The General Public Service Sector Bargaining Council (GPSSBC) held a National Workshop in Gauteng, Pretoria on the following: Resolution 3 of 2024 (Full-time shop stewards and release of Trade Union Office Bearers).

National workshop for Resolution 3 of 2024 Kwa Zulu Natal, Umhlanga 12 July 2024
The General Public Service Sector Bargaining Council (GPSSBC) conducted a Workshop in Kwa-Zulu Natal, Umhlanga on the following: Resolution 3 of 2024 (Full-time shop stewards and release of Trade Union Office Bearers).

Workshop for Resolution 3 of 2024 Gauteng, Johannesburg 17 July 2024
The General Public Service Sector Bargaining Council (GPSSBC) held a workshop on the following: Resolution 3 of 2024 (Full-time shop stewards and release of Trade Union Office Bearers).

The General Public Service Sector Bargaining Council (GPSSBC) Women's month celebration Gauteng, Johannesburg 15 August 2024

The General Public Service Sector Bargaining Council (GPSSBC) celebrated Women's month, The Organization continues to salute Women everywhere who strive to bring peace every day, Women who are human rights defenders, Women who lead and fight for change. They remain constant and biggest source of encouragement to each other.

The Department of Public Service and Administration (DPSA) Intergenerational Dialogue for Public Service Female Negotiators Gauteng, Pretoria 26 August 2024

The General Public Service Sector Bargaining Council (GPSSBC) attended the Department of Public Service and Administration (DPSA) Intergenerational Dialogue for Public Service Female Negotiators.

Workshop on special leave – Gauteng, Johannesburg 3 September 2024

The General Public Service Sector Bargaining Council (GPSSBC) held a workshop on special leave, at the Gauteng Provincial Disaster Management Centre.



25th Anniversary celebration Gauteng Pretoria – 13 September 2024

The General Public Service Sector Bargaining Council (GPSSBC) celebrated its 25th anniversary, reflecting on the incredible journey that has brought us here, the Organization has grown, evolved, and thrived together, thanks to the dedication, passion and hard work of every individual who has been part of the journey. This milestone is not just a testament to our success, but also a celebration of the relationship we've built, the Public Servants we have served and the lasting impact we've made.


Public Servants Association (PSA) Annual General Meeting (AGM) Western Cape, Cape Town 18 September 2024

Public Servants Association (PSA) held an Annual General Meeting (AGM) at the lagoon beach hotel in Milnerton, Cape Town, Monday 16 to Friday, 20 September 2026. Mrs Sharlaine Oodit, General Secretary of the General Public Service Sector Bargaining Council (GPSSBC) gave a message of support.



Bargaining Councils Day event – 11 October 2024

General Public Service Sector Bargaining Council (GPSSBC), Public Service Co-Ordinating Bargaining Council (PSCBC) ,Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) and Safety & Security Sectoral Bargaining Council (SSSBC) hosted a sports day event, to give opportunity for team building, relaxation and fostering amongst colleagues.



Police and Prisons Civil Rights Union (POPCRU) Central Executive Committee (CEC) 5 November 2024

The General Public Service Sector Bargaining Council (GPSSBC) attended the Police and Prisons Civil Rights Union (POPCRU) Central Executive Committee (CEC), that ran from the 4th of November to the 8th of November 2024 at Birchwood Hotel, Boksburg.


Police and Prisons Civil Rights Union (POPCRU) Central Executive Committee (CEC) Day 2, 6 November 2024

The General Public Service Sector Bargaining Council (GPSSBC) attended the Police and Prisons Civil Rights Union (POPCRU) Central Executive Committee (CEC), that ran from the 4th of November to the 8th of November 2024 at Birchwood Hotel, Boksburg.



The General Public Service Sector Bargaining Council (GPSSBC) 25 years commemoration – 10 December 2024

The General Public Service Sector Bargaining Council (GPSSBC) was thrilled to have commemorated 25 years of dedication, growth, and success. This milestone is a testimony to hard work, passion, and commitment from everyone who has been a part of this journey, to the GPSSBC employees, stakeholders, and parties to Council.

Employee Valentine's Day wishes 14 February 2025

The General Public Service Sector Bargaining Council (GPSSBC) held a celebration to wish all employees a wonderful Valentines Day, filled with Joy, appreciation, and kindness.

Memorial Service of former PSCBC Chairperson Mrs Sebolelo Ingrid Dimo 5 March 2025

The General Public Service Sector Bargaining Council (GPSSBC) gathered to honour and celebrate the life of Mrs Sebolelo Ingrid Dimo, a loving soul, a guiding light, and source of strength. Though she is no longer with us, her legacy of love, compassion and grace will live on in our hearts forever.

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 2025

General Public Service Sector Bargaining Council

(Registration number: [illegible])
Annual Financial Statements for the year ended 31 March 2025

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 the Executive Council	[illegible] (Chairperson) [illegible] (Vice Chairperson - Employer) [illegible] (Vice Chairperson - Labour) [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible]
Registered office	260 Basden Avenue Public Service Bargaining Centre Centurion 0155
Business address	260 Basden Avenue Public Service Bargaining Centre Centurion 0155
Postal address	PO Box 16663 Lyttelton 0140
Bankers	Standard Bank
Auditors	Nexia SAB&T Registered Auditors
Secretary	[illegible]
Company registration number	[illegible]
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 [illegible] and Associates Chartered Accountants SA Inc.

General Public Service Sector Bargaining Council

(Registration number [illegible])
Annual Financial Statements for the year ended 31 March 2025

Index

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

General Public Service Sector Bargaining Council

Annual Financial Statements for the year ended 31 March 2025

Secretary's Responsibilities and Approval

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

General Secretary

Nexia SAB&T

INDEPENDENT AUDITOR'S REPORT

To the Members of the Executive Council of the General Public Service Sector Bargaining Council

Opinion

We have audited the financial statements of the General Public Service Sector Bargaining Council set out on pages 8 to 35, which comprise the statement of financial position as at 31 March 2025, 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 material accounting policy information.

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 2025, and its financial performance and cash flows for the year then ended in accordance with the IFRS for SME's Accounting Standard as issued by the International Accounting standards Board 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 secretary is 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 2025".The other information does not include the financial statements and our auditor's report thereon.

Audit. Tax. Advisory.

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.

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 Secretary for the Financial Statements

The secretary is responsible for the preparation and fair presentation of the financial statements in accordance with the IFRS for SME's Accounting Standards as issued by the International Accounting Standards Board and the requirements of the Labour Relations Act, and for such internal control as the secretary determines 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 secretary is responsible for assessing the council's 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 secretary 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 secretary.
- Conclude on the appropriateness of the secretary's 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 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 secretary 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
Carolina Chigora
Director
Registered Auditor
27 June 2025

General Public Service Sector Bargaining Council

(Registration number: [illegible])
Annual Financial Statements for the year ended 31 March 2025

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 2025.

1. Review of financial results and activities

The annual financial statements have been prepared in accordance with and the requirements of the Labour Relations Act, 1995 (Act No.66 of 1995). The accounting policies have been applied consistently compared to the prior year.

The company recorded a profit after tax for the year ended 31 March 2025 of [illegible]. This represented a decrease of [illegible] from the profit after tax of the prior year of [illegible].

Council revenue increased by [illegible] from [illegible] in the prior year to [illegible] for the year ended 31 March 2025.

Council cash flows from operating activities increased by [illegible] from [illegible] in the prior year to [illegible] for the year ended 31 March 2025.

2. Property, plant and equipment

There was no change in the nature of the property, plant and equipment of the council or in the policy regarding their use.

At 31 March 2025 the Council's investment in property, plant and equipment amounted to [illegible] (2024: [illegible]), of which [illegible] (2024: [illegible]) was added in the current year through additions.

3. Events after the reporting period

The council is not aware of any material event which occurred after the reporting date and up to the date of this report.

4. Going concern

The financial statements have been prepared on the going concern basis. 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

[illegible] continued as auditors for the council for 2025.

At the AGM, the council will be requested to reappoint [illegible] as the independent external auditors of the council and to confirm [illegible] as the designated lead audit partner for the 2026 financial year.

7. Secretary

The secretary is [illegible].

General Public Service Sector Bargaining Council

(Registration number: [illegible])
Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Position as at 31 March 2025

Figures in Rand	Notes	2025	2024
Assets			
Non-Current Assets			
Property, plant and equipment	2	[illegible]	[illegible]
Intangible assets	3	[illegible]	[illegible]
		[illegible]	[illegible]
Current Assets			
Trade and other receivables	[illegible]	[illegible]	[illegible]
Cash and cash equivalents	[illegible]	[illegible]	[illegible]
		[illegible]	[illegible]
Total Assets		[illegible]	[illegible]
Equity and Liabilities			
Equity			
Retained income		[illegible]	[illegible]
Liabilities			
Non-Current Liabilities			
Finance lease liabilities	[illegible]	[illegible]	-
Current Liabilities			
Trade and other payables	[illegible]	[illegible]	[illegible]
Finance lease liabilities	[illegible]	[illegible]	[illegible]
Corporate credit card	[illegible]	[illegible]	[illegible]
		[illegible]	[illegible]
Total Liabilities		[illegible]	[illegible]
Total Equity and Liabilities		[illegible]	[illegible]

General Public Service Sector Bargaining Council

(Registration number [illegible])
Annual Financial Statements for the year ended 31 March 2025

Statement of Comprehensive Income

Figures in Rand	Note(s)	2025	2024
Revenue	9	61,071,203	58,183,068
Other income	10	587,029	533,008
Operating expenses		(61,651,150)	(61,959,005)
Operating profit (loss)		**7,082**	**(1,912,760)**
Interest income	11	428,060	670,461
Finance costs	12	(46,619)	(7,172)
Profit (loss) for the year		**388,009**	**(1,291,475)**
Other comprehensive income		-	-
Total comprehensive profit for the year		**388,009**	**(1,291,475)**

General Public Service Sector Bargaining Council

(Registration number: [illegible])
Annual Financial Statements for the year ended 31 March 2025

Statement of Changes in Equity

Figures in Rand	Retained income	Total equity
Balance at 1 April 2023	[illegible]	[illegible]
Loss for the year	[illegible]	[illegible]
Other comprehensive income	-	-
Total comprehensive loss for the year	[illegible]	[illegible]
Balance at 1 April 2024	[illegible]	[illegible]
Profit for the year	[illegible]	[illegible]
Other comprehensive income	-	-
Total comprehensive income for the year	[illegible]	[illegible]
Prior period adjustment	[illegible]	[illegible]
Total changes	[illegible]	[illegible]
Balance at 31 March 2025	[illegible]	[illegible]

General Public Service Sector Bargaining Council
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Annual Financial Statements for the year ended 31 March 2025

Statement of Cash Flows

Figures in Rand	Notes	2025	2024
Cash flows from operating activities			
Cash receipts from customers		[illegible]	[illegible]
Cash paid to suppliers and employees		[illegible]	[illegible]
Cash generated from (used in) operations	15	[illegible]	[illegible]
Interest income		[illegible]	[illegible]
Finance costs		[illegible]	[illegible]
Net cash from operating activities		[illegible]	[illegible]
Cash flows from investing activities			
Purchase of property, plant and equipment	7	[illegible]	[illegible]
Cash flows from financing activities			
Finance lease payments		[illegible]	[illegible]
Total cash movements net of Corporate Card movements for the year		[illegible]	[illegible]
Cash at the beginning of the year		[illegible]	[illegible]
Total cash and cash equivalents net of Corporate Card at end of the year	5	[illegible]	[illegible]

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 IFRS for SMEs (Accounting Standard as issued by the International Accounting Standards Board. 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 did not make critical judgements in the application of accounting policies which could significantly affect the annual financial statements.

1.2 Property, plant and equipment

Property, plant and equipment are tangible items that are held for use in the production or supply of goods or for administrative purposes, and are expected to be used during more than one period.

Property, plant and equipment is carried at cost less accumulated depreciation and accumulated impairment losses.

Cost includes costs incurred initially to acquire 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.

Depreciation is provided using the straight-line method to write down the cost, less estimated residual value over the useful life of the property, plant and equipment as follows:

Item	Depreciation method	Average useful life
Land		Infinite
Buildings	Straight line	20 years
Furniture and fixtures	Straight line	5 - 15 years
Motor vehicles	Straight line	5 - 10 years
Office equipment	Straight line	3 - 7 years
Computer equipment	Straight line	3 - 8 years
Kitchen Equipment	Straight line	5 years

The residual value, depreciation method and useful life of each asset are reviewed only where there is an indication that there has been a significant change from previous estimate.

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.

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	Useful life
Computer software	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.

Accounting Policies

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. Trade receivables and trade payables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate 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.

Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and balances with banks and other financial institutions, as well as short term call deposits with financial institutions. Cash and cash equivalents are recognised at fair value.

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.

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 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.

Accounting Policies

1.8 Revenue

Levy income is recognised by reference to the stage of completion of the transaction at the end of the reporting period. The stage of completion is determined by services performed to date as a percentage of total services to be performed. When the outcome of a transaction involving the rendering of services cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

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

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

1.9 Borrowing costs

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

Notes to the Annual Financial Statements

Figures in Rand	2025	2024

5. Property, plant and equipment

	2025			2024		
	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Land	[illegible]	-	[illegible]	[illegible]	-	[illegible]
Buildings	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Furniture and fixtures	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Motor vehicles	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Office equipment	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Computer equipment	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Kitchen Equipment	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Reconciliation of property, plant and equipment - 2025

	Opening balance	Additions	Disposals	Movements on leased assets	Depreciation	Closing balance
Land	[illegible]	-	-	-	-	[illegible]
Buildings	[illegible]	-	-	-	-	[illegible]
Furniture and fixtures	[illegible]	-	[illegible]	-	[illegible]	[illegible]
Motor Vehicles	[illegible]	-	-	-	[illegible]	[illegible]
Office equipment	[illegible]	[illegible]	-	[illegible]	[illegible]	[illegible]
Computer equipment	[illegible]	[illegible]	-	-	[illegible]	[illegible]
Kitchen Equipment	[illegible]	-	-	-	[illegible]	[illegible]
	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Reconciliation of property, plant and equipment - 2024

	Opening balance	Additions	Depreciation	Closing balance
Land	[illegible]	-	-	[illegible]
Buildings	[illegible]	-	-	[illegible]
Furniture and fixtures	[illegible]	-	[illegible]	[illegible]
Motor Vehicles	[illegible]	-	[illegible]	[illegible]
Office equipment	[illegible]	-	[illegible]	[illegible]
Computer Equipment	[illegible]	[illegible]	[illegible]	[illegible]
Kitchen Equipment	-	[illegible]	[illegible]	[illegible]
	[illegible]	[illegible]	[illegible]	[illegible]

Property, plant and equipment encumbered as security

Details of properties:

Erf number:	[illegible]
Deeds office:	[illegible]
Township:	[illegible]
Title deed number:	[illegible]
Extent:	[illegible]

	2025	2024
- Purchase price	[illegible]	[illegible]
- Additions since purchase	[illegible]	[illegible]
	[illegible]	[illegible]

Notes to the Annual Financial Statements

Figures in Rand	2025	2024

4. Property, plant and equipment (continued)

Depreciation for the building is R nil as the residual value (R10,574,800) of the asset is greater than it carry amount (R11,369,613).

5. Intangible assets

	2025			2024		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	363,886	(311,740)	52,158	363,886	(259,569)	104,317

Reconciliation of intangible assets - 2025

	Opening balance	Amortisation	Total
Computer software	104,317	(52,159)	52,158

Reconciliation of intangible assets - 2024

	Opening balance	Amortisation	Total
Computer software	156,476	(52,159)	104,317

6. Trade and other receivables

Trade receivables	212,880	223,400
Provision for doubtful debts	-	(188,830)
Accrued interest	-	15,023
Prepaid expenses	86,230	46,952
Staff loan	4,987	8,833
Study loan	112,050	25,000
Sundry debtors	86,837	32,999
	502,916	178,979

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 2025 R 171,446 (2024: R 153,603) were past due but not impaired.

Reconciliation of provision of bad debts

Opening balance	(188,830)	(338,996)
(Increase)/decrease in the provision	188,830	150,166
	-	(188,830)

Notes to the Annual Financial Statements

Figures in Rand	2005	2004

5. Trade and other receivables (continued)

The aging of the trade and other receivables is as follows:

Current	[illegible]	[illegible]
30 days	[illegible]	[illegible]
60 days	[illegible]	[illegible]
90 days	[illegible]	[illegible]
120 days	[illegible]	[illegible]
	[illegible]	[illegible]

6. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	[illegible]	[illegible]
Bank balances	[illegible]	[illegible]
Short-term deposits	[illegible]	[illegible]
Corporate credit card	[illegible]	[illegible]
	[illegible]	[illegible]
Current assets	[illegible]	[illegible]
Current liabilities	[illegible]	[illegible]
	[illegible]	[illegible]

Corporate credit card
Corporate cards have a limit amount of [illegible] per month.

7. Finance lease liabilities

Minimum lease payments which fall due		
within one year	[illegible]	[illegible]
2 to 5 years	[illegible]	-
	[illegible]	[illegible]
Less: future finance charges	[illegible]	-
Present value of minimum lease payments	[illegible]	[illegible]
Present value of minimum lease payments due		
Within one year	[illegible]	-
2 to 5 years	[illegible]	-
	[illegible]	-
Non-current liabilities	[illegible]	-
Current liabilities	[illegible]	[illegible]
	[illegible]	[illegible]

It is Council policy to lease certain motor vehicles and equipment under finance leases. The average lease term is [illegible] years ([illegible]) and the average effective borrowing rate is [illegible] ([illegible]). The lease has no escalation in lease payments. The Council's obligations under finance leases are secured by the lessor's assets.

General Public Service Sector Bargaining Council
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Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

Figures in Rand	2025	2024

7. Trade and other payables

Trade payables	[illegible]	[illegible]
Accrued expenses	[illegible]	[illegible]
PAYE, SDL and UIF	[illegible]	[illegible]
Accrued leave pay	[illegible]	[illegible]
13th cheque accrual	[illegible]	[illegible]
Provident fund	[illegible]	[illegible]
Medical aid contribution	[illegible]	[illegible]
	[illegible]	[illegible]

8. Categories of financial instruments

Financial assets - Loans and receivables		
Cash and cash equivalents	[illegible]	[illegible]
Trade and other receivables	[illegible]	[illegible]
	[illegible]	[illegible]
Financial liabilities at amortised cost		
Trade and other payables	[illegible]	[illegible]
Finance lease liabilities	[illegible]	[illegible]
Corporate credit card	[illegible]	[illegible]
	[illegible]	[illegible]

9. Revenue

Levies collected from Government Departments	[illegible]	[illegible]

10. Other income

Cost orders	[illegible]	[illegible]
Grant received from PSETA	[illegible]	[illegible]
Bursary recovery	[illegible]	[illegible]
Sundry income	[illegible]	[illegible]
	[illegible]	[illegible]

11. Investment revenue

Interest revenue		
Bank	[illegible]	[illegible]

12. Finance costs

Finance lease interest	[illegible]	[illegible]

13. Taxation

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

14. Auditor's remuneration

Audit fees	[illegible]	[illegible]

General Public Service Sector Bargaining Council

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Annual Financial Statements for the year ended 31 March 2020

Notes to the Annual Financial Statements

Figures in Rand	2020	2019

15. Cash generated from (used in) operations

Profit (loss) before taxation	[illegible]	[illegible]
Adjustments for:		
Depreciation and amortisation	[illegible]	[illegible]
Loss on sale of assets	[illegible]	-
Interest received	[illegible]	[illegible]
Finance costs	[illegible]	[illegible]
Prior period adjustment (Other non cash items)	[illegible]	-
Changes in working capital:		
Trade and other receivables	[illegible]	[illegible]
Trade and other payables	[illegible]	[illegible]
	[illegible]	[illegible]

16. Related parties

Relationships
The following are related parties:

Members of the council are principal decision makers	Secretary of Council [illegible]
	The Chairperson L. [illegible]
	Vice Chairpersons [illegible] [illegible]

Related party balances and transactions with other related parties

Related party transactions

Compensation paid to key management

Chairperson's fees	[illegible]	[illegible]

17. Events after the reporting period

The council is not aware of any material events which occurred after the reporting date.

18. Contingencies

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.

19. Going concern

The financial statements have been prepared on the going concern basis. 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.

General Public Service Sector Bargaining Council

(Registration number [illegible])
Annual Financial Statements for the year ended 31 March 2025

Detailed Income Statement

Figures in Rand	Notes	2025	2024
Revenue			
Levies collected from Government Departments		[illegible]	[illegible]
Other income			
Cost orders		[illegible]	[illegible]
Grant received from PSETA		[illegible]	[illegible]
Bursary recovery		[illegible]	[illegible]
Sundry income		[illegible]	[illegible]
Interest received from investment	11	[illegible]	[illegible]
		[illegible]	[illegible]
Expenses (Refer to page [illegible])		[illegible]	[illegible]
Operating profit (loss)		[illegible]	[illegible]
Finance costs	12	[illegible]	[illegible]
Profit for the year		[illegible]	[illegible]

The supplementary information presented does not form part of the annual financial statements and is unaudited.

Detailed Income Statement

Figures in Rand	Notes	2025	2024
Operating expenses			
ADR costs		[illegible]	[illegible]
Accounting fees		[illegible]	-
Auditors fees	[illegible]	[illegible]	[illegible]
Bad debts		-	[illegible]
Bank charges		[illegible]	[illegible]
Body Corporate levy charges		[illegible]	[illegible]
Bursaries		[illegible]	[illegible]
Cellphone expenses		[illegible]	[illegible]
Chairperson fees		[illegible]	[illegible]
Admin fees		[illegible]	-
Compensation commissioner		[illegible]	[illegible]
Consulting fees		[illegible]	[illegible]
Depreciation and amortisation		[illegible]	[illegible]
Dispute resolution		[illegible]	[illegible]
EXCO operational planning costs		-	[illegible]
Employee costs		[illegible]	[illegible]
Insurance		[illegible]	[illegible]
Photocopy expense (lease)		[illegible]	[illegible]
Lease annual & termination		[illegible]	[illegible]
Legal expenses		[illegible]	[illegible]
[illegible]		-	[illegible]
Licence renewals		[illegible]	[illegible]
Loss - Asset Disposal		[illegible]	-
Marketing & communication and electronic media		[illegible]	[illegible]
Meetings EXCO		[illegible]	[illegible]
Municipal expenses - property rates		[illegible]	[illegible]
Office security		[illegible]	[illegible]
Operating costs		[illegible]	[illegible]
Postage		[illegible]	[illegible]
Corporate uniform		[illegible]	[illegible]
National and provincial chambers		[illegible]	[illegible]
Provision for doubtful debts/impairment		[illegible]	[illegible]
Recruitment		-	[illegible]
Repairs, maintenance and operating contracts		[illegible]	[illegible]
Staff welfare		[illegible]	[illegible]
Travelling deputy and secretarial		[illegible]	[illegible]
Stationery		[illegible]	[illegible]
Strategic partnership		[illegible]	[illegible]
Strategic planning costs		-	[illegible]
Strategic project		[illegible]	[illegible]
Subscriptions		[illegible]	[illegible]
Telephone and fax		[illegible]	[illegible]
Training and development		[illegible]	[illegible]
Warranty costs		-	[illegible]
Electricity expenses		[illegible]	[illegible]
Workshops (Dispute Resolution and Chambers)		[illegible]	[illegible]
Year end function		[illegible]	[illegible]
		[illegible]	[illegible]

NOTES

NOTES

GPSSBC

GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL

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