

PRESENTATION

COLLECTIVE BARGAINING INDABA

OVERVIEW OF THE GPSSBC



GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL

PRESENTATION OVERVIEW – Embracing Diversity

- Introduction to the GPSSBC
- The Scope – Unpacked
 - National Departments
 - Provincial Governments
- The Operating Model
 - Chambers
 - Dispute Resolution
- The placement of Agencies and Entities within the formal bargaining arrangements
- Challenge of Diversity a Multi Discipline Sector

INTRODUCTION TO THE GPSSBC

Vision:

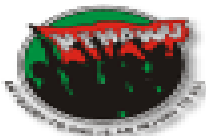
“Delivering exceptional service to all we serve.”

Key Goals:

- Maintain an enabling environment for collective bargaining
- Improve and maintain Dispute Prevention & Resolution
- Promote good governance and effectively manage risk
- Maintain Strategic Partnerships

The Parties

GPSSBC PARTIES TO COUNCIL:

TRADE UNIONS		EMPLOYER
	PSA (Public Servants Association)	State 
	NEHAWU (National Education, Health and Allied Workers Union)	
	POPCRU (Police and Prisons Civil Rights Union)	

SCOPE OF THE GPSSBC (GPSSBC Constitution clause 3)

The State, as employer, and its employees who fall within the scope of the PSCBC and who do not fall within the registered scope of:

- (a) the Education Labour Relations Council;
- (b) Public Health and Welfare Sector Bargaining Council;
- (c) Safety and Security Sectoral Bargaining Council
- (d) any other sectoral bargaining council that may be established for a sector designated by the PSCBC.

SCOPE OF THE GPSSBC

The Scope explained....

- The Scope is not limited to any employment act i.e. SSSBC (PSA and Police Service Act)
- Catch all mechanism
- Limitations: Restricted to the scope of PSCBC – confined to the definition of the Public Service - S213 LRA
- Definition of the Public Service –

SCOPE OF THE GPSSBC

Definition of the Public Service – means the national departments, provincial administrations, provincial departments and organisational components contemplated in section 7(2) of the Public Service Act, 1994 (promulgated by Proclamation No. 103 of 1994), but excluding-

- (a) the members of the South African National Defence Force;
- (b) the National Intelligence Agency; and
- (c) the South African Secret Service.

SCOPE OF THE GPSSBC

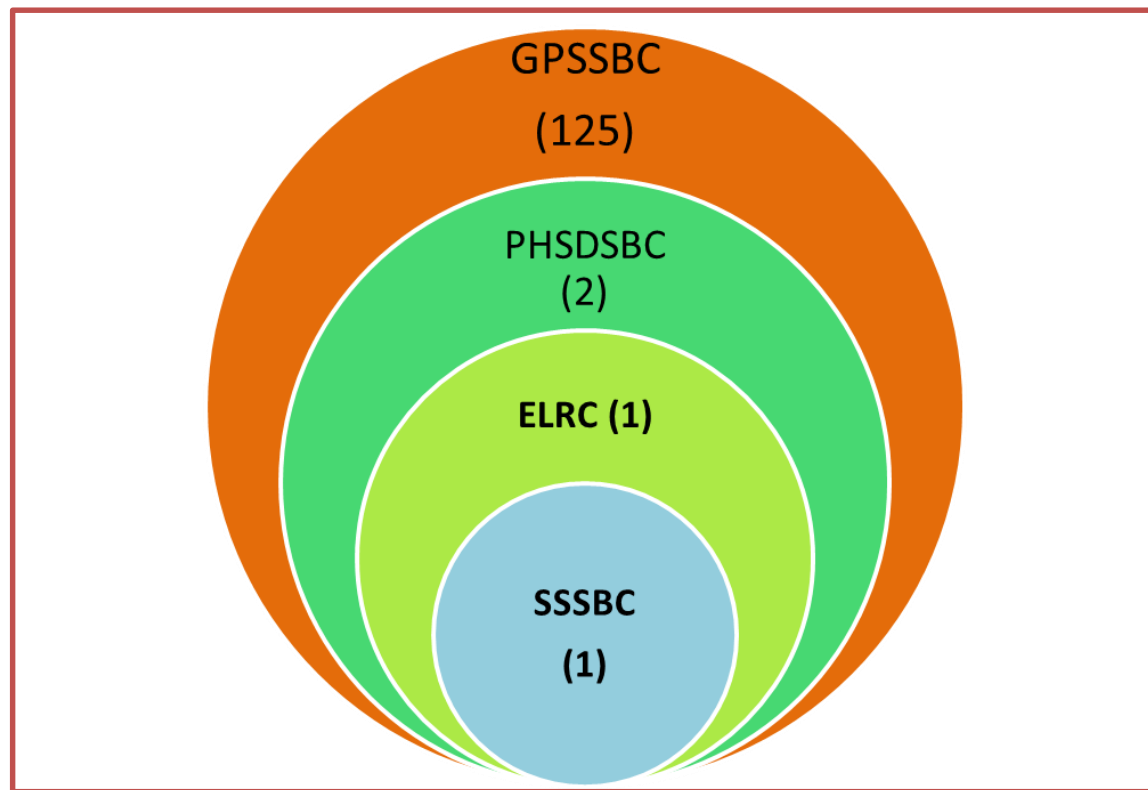
The Employment Acts Under the GPSSBC:

- PSA
- Correctional Services Act
- TVET Act
- IPID Act
- Civilian Secretariat for Police Act
- National Prosecuting Act

SCOPE OF THE GPSSBC

- **303 000 Employees**
- **157 000 Employees - Across 45 National Departments**
- **146 000 Employees - Across - 108 Provincial Departments**
- **Constitutes 88% of all Public Service Departments**
- **GPSSBC services the most diverse spectrum of the Public Service**

SCOPE OF THE GPSSBC

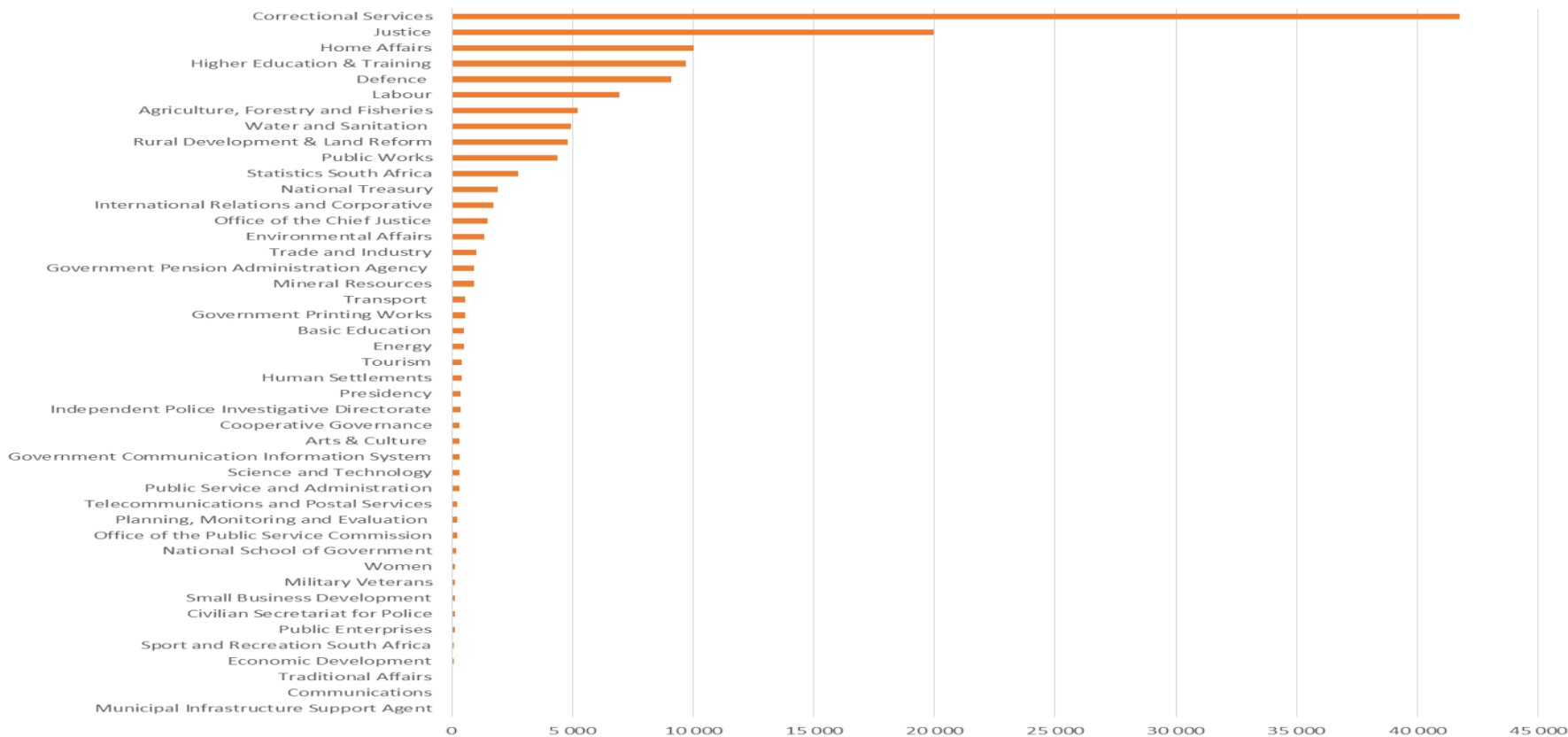


SCOPE OF THE GPSSBC – National Departments- 47 – Clustering per Minister

National Dept – 47	Agriculture, Forestry and Fisheries	Traditional Affairs	Municipal Infrastructure Support Agent	Co-operative Governance	Government Communication Information System	Military Veterans	Home Affairs	Government Printing Works	Government Pension Administration Agency	National Treasury	Government Technical Advisory Centre	Mineral Resources
	Science and Technology	Basic Education	Rural Development & Land Reform	Environmental Affairs	Communications	Defence	Justice	Correctional Services	Labour	Higher Education & Training	Further Education & Training	Small Business Development
	Human Settlements	Transport	Tourism	Economic Development	Telecommunications and Postal Services	Women	Office of the Chief Justice	Presidency	Arts & Culture	Sport and Recreation South Africa	Water and Sanitation	Energy
	Trade and Industry	Public Works	International Relations and Corporate	Office of the Public Service Commission	Public Service and Administration	National School of Government	Public Enterprises	Statistics South Africa	Planning, Monitoring and Evaluation	Independent Police Investigative Directorate	Civilian Secretariat for Police Services	

SCOPE OF THE GPSSBC

Number of Employees per Department



SCOPE OF THE GPSSBC – Provincial Departments (92)

North west	Dept. of the Premier	Dept. of Tourism	Dept. of Education & Sport Development	Dept. of Economy Enterprise & Development	Dept. of Local Government & Human Settlements	Dept. of Culture, Arts & Traditional Affairs	Dept. of Public Works & Roads	Dept. of Rural, Environment & Agriculture Development	Dept. of Finance			
Mpumalanga	Office of the Premier	Dept. of Agriculture, Rural Development, Land & Environmental Affairs	Dept. of Community Safety, Security and Liaison	Dept. of Copoperative Governance & Traditional Affairs	Dept. of Culture, Sport & Recreation	Dept. of Economic Development & Tourism	Dept. of Education	Dept. of Human Settlements	Dept. of Public Works, Roads & Transport	Provincial Treasury		
Gauteng	Office of the Premier	Dept. of Agriculture & Rural Development	Dept. of Community Safety	Dept. of Economic Development	Dept. of Education	Dept. of Human Settlements	Dept. of Roads & Transport	Dept. of Sport, Arts, Culture & Recreation	Provincial Treasury			
Eastern Cape	Office of the Premier	Dept. of Economic Development, Environmental Affairs & Tourism	Dept. of Education	Dept. of Human Settlements	Dept. of Copoperative Governance & Traditional Affairs	Dept. of Provincial Planning and Treasury	Dept. of Roads & Public Works	Dept. of Rural Development & Agrarian Reform	Dept. of Safety and Liaison	Dept. of Sport, Recreation, Arts & Culture	Dept. of Transport	
Western Cape	Office of the Premier	Dept. of Agriculture	Dept. of Community Safety	Dept. of Cultural Affairs & Sport	Dept. of Economic Development & Tourism	Dept. of Education	Dept. of Environmental Affairs & Development Planning	Dept. of Human Settlements	Dept. of Transport & Public Works	Dept. of Local Government	Provincial Treasury	
Northern Cape	Office of the Premier	Dept. of Agriculture, Land Reform & Rural Development	Dept. of Cooperative Governance, Human Settlements & Traditional Affairs	Dept. of Education	Dept. of Environment & Nature Conservation	Dept. of Economic Development & Tourism	Dept. of Roads & Public Works	Dept. of Sports, Arts & Culture	Provincial Treasury	Dept. of Transport, Safety & Liaison		
Free State	Office of the Premier	Dept. of Agriculture	Dept. of Copoperative Governance & Traditional Affairs	Dept. of Economic Development, Tourism & Environmental Affairs	Dept. of Education	Dept. of Human Settlements	Dept. of Public Works	Dept. of Sport, Arts, Culture & Recreation	Provincial Treasury	Police, Roads & Transport		
Limpopo	Office of the Premier	Dept. of Agriculture & Rural Development	Dept. of Economic Development, Environmental & Tourism	Dept. of Education	Dept. of Cooperative Governance, Human Settlements & Traditional Affairs	Dept. of Public Works, Roads & Infrastructure	Dept. of Transport	Dept. of Safety, Security and Liaison	Dept. of Sports, Arts & Culture	Provincial Treasury		
KwaZulu - Natal	Office of the Premier	Dept. of Agriculture & Environmental Affairs	Dept. of Arts & Culture	Dept. of Community Safety and Liaison	Dept. of Copoperative Governance & Traditional Affairs	Dept. of Economic Development, Tourism & Environmental Affairs	Dept. of Education	Dept. of Human Settlements	Dept. of Public Works	Dept. of Sport and Recreation	Dept. of Transport	Dept. of Finance

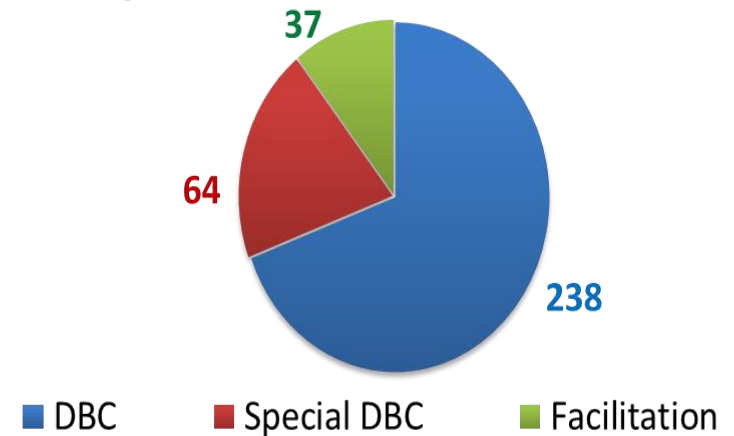
CHAMBERS OF THE GPSSBC – Embracing the Diversity Through Chambers

- **56 Chambers**
- **47 National Departmental Chambers**
- **9 Provincial Chambers – 92 Provincial Departments**
- **Executive Authorities – 125**
 - **33 Ministers**
 - **83 MEC's**
 - **9 Premiers**

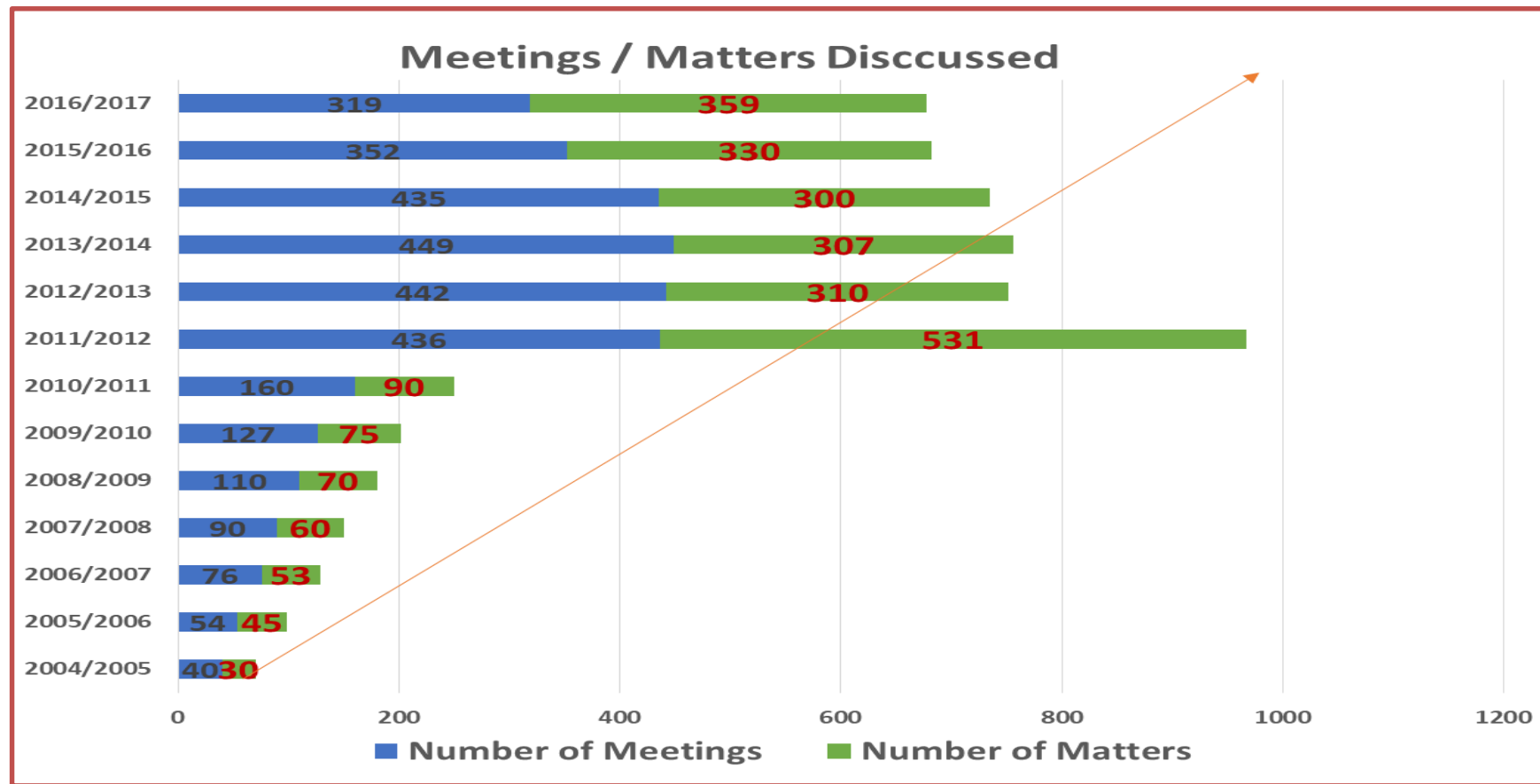
CHAMBERS OF THE GPSSBC

- 2017/2018 Financial Year
- Meetings of Chambers
- 339 over the past twelve months
- Averaging at 28.25 meetings per month

Number Of Meetings



CHAMBERS OF THE GPSSBC



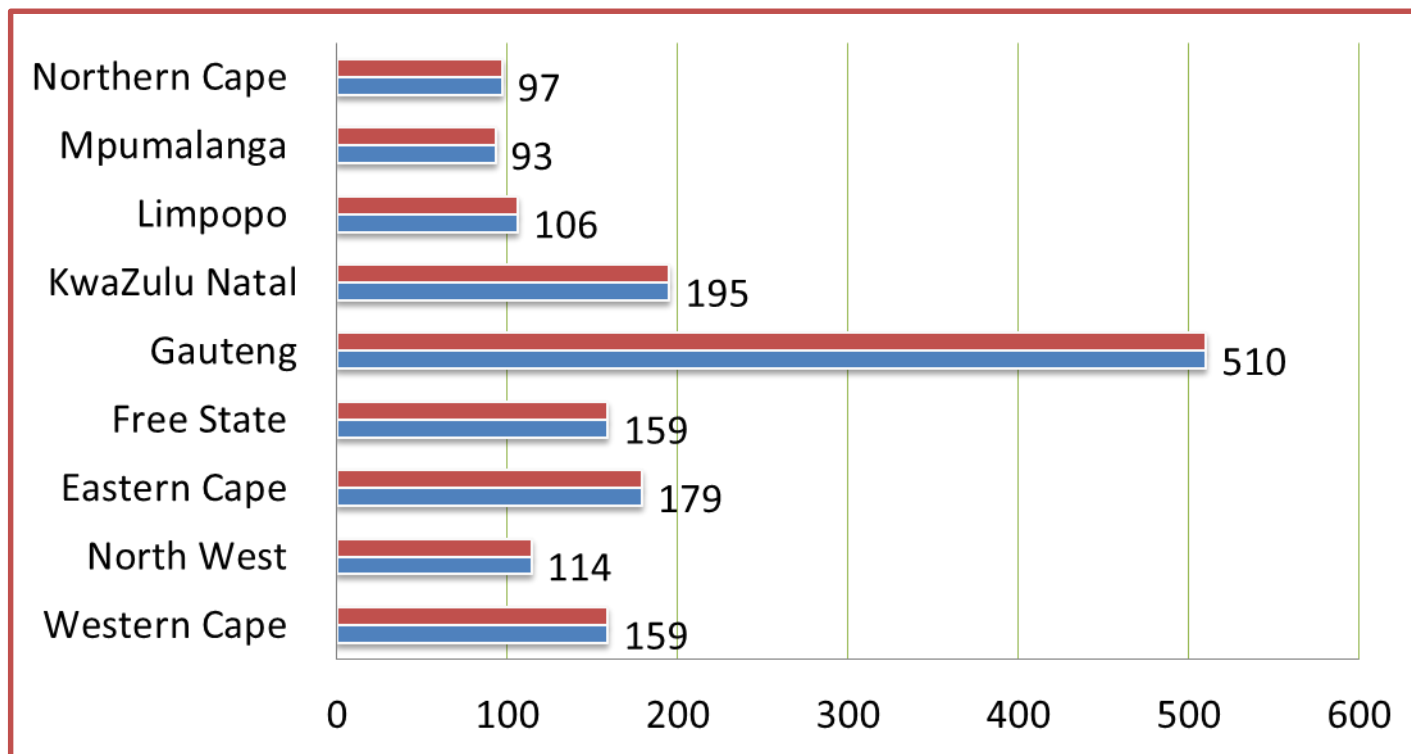
DISPUTE RESOLUTION – in the GPSSBC

Conciliation	1748
Arbitrations	4511
Con/arb	15
Disciplinary hearing	60
Pre-dismissal arbitration	128
In limine hearings	7
Reconstruction hearings	22
Rescission hearings	1
Mediation hearings	0
Quantification hearings	8
Taxation hearings	14
Total Hearings	6514

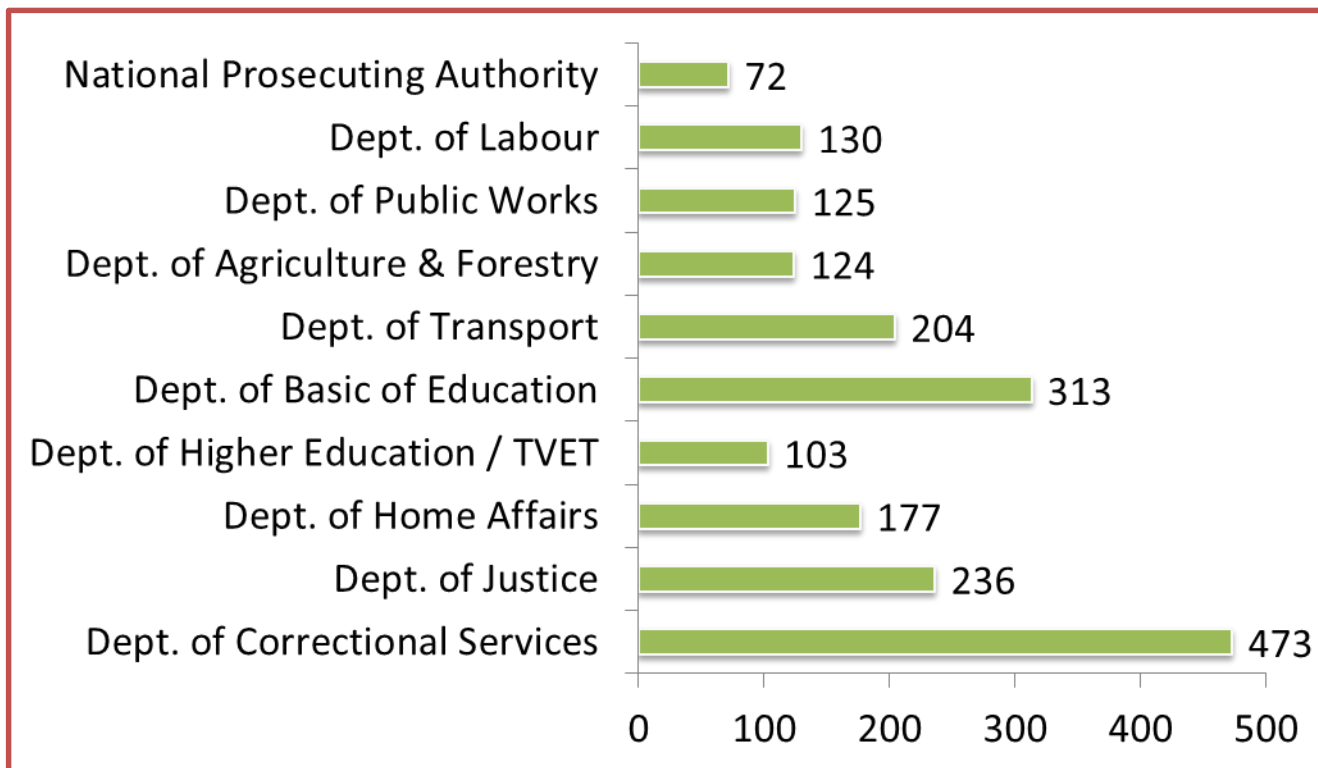
DISPUTE RESOLUTION – in the GPSSBC

Average Number of Hearings / Month	593
Average Number of Hearings / Day	26
Average Cost Per Month	R1 660 400,00

DISPUTE RESOLUTION – in the GPSSBC - Provinces



DISPUTE RESOLUTION – in the GPSSBC – National Departments



DISPUTE RESOLUTION – In a Multi Discipline Sector

- No Single Department with one executive authority enforcing norms and standards
- No uniform approach to discipline and employee relations
- Commissioners are required to deal with an array of:
 - Employment Acts
 - Regulations – Correctional Services
 - Collective agreements – 9 OSD's
 - Departmental Policies – at least 20 per Department - 2160

Overview of Research - Agencies and Entities

- Investigation was done on all existing agencies or public entities aligned to National and Provincial Departments through-
 - Identification through official government websites,
 - Data collection standard documentation in the websites,
 - Data collection through telephone contacts,
 - Emailed requests;
- Data was collated;
- Information on founding documents (legislation, determinations) was also collected in the process.

Overview of Research - Agencies and Entities

There are a total of **335** Entities spread across the public service as follows:

Category	Count
National Departments	248
Provincial Administrations	75
Parliament and Provincial Legislatures	10
Other (not categorized per national departments or provincial administration)	2

Overview of Research - Agencies and Entities

Employment Statistics

- Data was obtained from one hundred and eighty three (183) Entities. These account for:
- 55% of the total number of agencies or entities identified during the study;
- These 183 entities account for an estimated total of 114 586 employees;
- Projection - Theoretically the 335 entities could account for 229 172 employees.

Overview of Research - Agencies and Entities

Implications for including Entities within the Scope of the GPSSBC:

- Increased scope, employees and employers
- Increased diversity and by implications more challenges in aligning and standardising

Overview of Research - Agencies and Entities

Possible Interventions:

- Sector for Entities
- A sub Chamber for Entities under the GPSSBC
- Clustering of the GPSSBC Council into sub sectors and aligning entities to the respective subsectors

Clustering of the GPSSBC into Sub Sectors

NATIONAL DEPARTMENTS	CLUSTER	Number of Employees
Department of Corporate Governance (DCOG)	Central Government Administration	348
Department of Home Affairs (DHA)	Central Government Administration	10 025
Government Printing Works (GPW)	Central Government Administration	554
Department of International Relations and Cooperation (DIRCO)	Central Government Administration	1736
Presidency	Central Government Administration	383
Department of Planning, Monitoring and Evaluation (DPME)	Central Government Administration	226
Office of the Public Service Commission (OPSC)	Central Government Administration	213
Department of Public Works (DPE)	Central Government Administration	4371
Statistics South Africa	Central Government Administration	2744
Department of Traditional Affairs (DTA)	Central Government Administration	57
Municipal Infrastructure Support Agent (MISA)	Central Government Administration	6
Department of Women	Central Government Administration	154
Total		20817

National School of Government (NSG)	Finance and Administration Services	194
National Treasury	Finance and Administration Services	1896
Government Pension and Administration Agency (GPAA)	Finance and Administration Services	942
Government Technical Advisory Centre (GTAC)	Finance and Administration Services	66
Department of Public Enterprises (DPE)	Finance and Administration Services	127
Department of Public Service and Administration (DPSA)	Finance and Administration Services	311
Total		3536

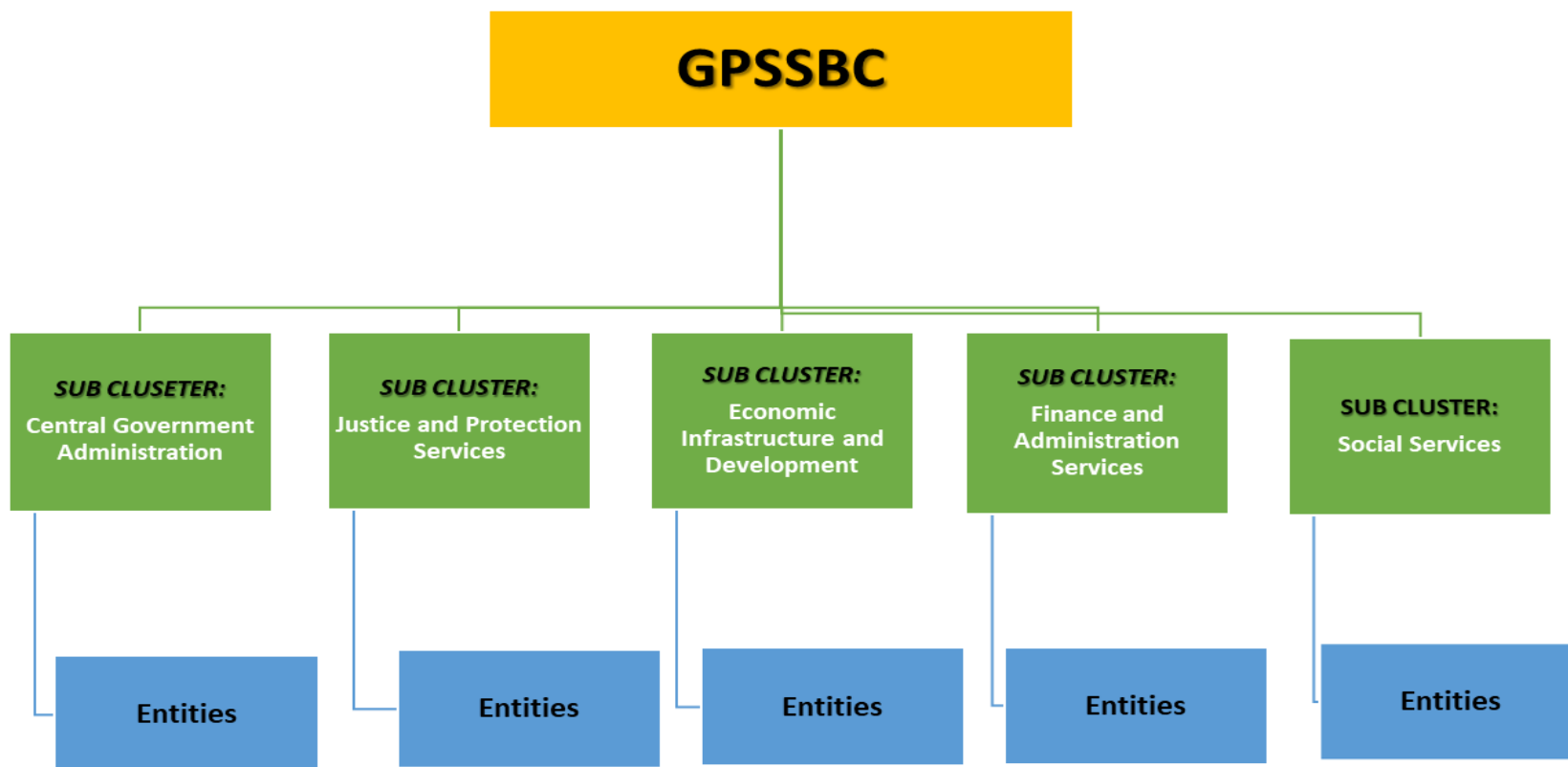
Clustering of the GPSSBC into Sub Sectors

Department of Military Veterans (DMV)	Justice and Protection Services	132
Office of the Chief Justice (OCJ)	Justice and Protection Services	1474
Civilian Secretariat for Police Service (CSPS)	Justice and Protection Services	127
Department of Correctional Services (DCS)	Justice and Protection Services	41730
Department of Defence (DOD)	Justice and Protection Services	9098
Independent Police Investigative Directorate (IPID)	Justice and Protection Services	362
Justice and Constitutional Development (DOJ&CD)	Justice and Protection Services	19944
Total		72867

Department of Labour	Social Services	6971
Department of Social Development	Social Services	613
Department of Sport and Recreation South Africa (SRSA)	Social Services	114
Department of Arts and Culture (DAC)	Social Services	335
Department of Basic Education (DBE)	Social Services	503
Department of Health	Social Services	1467
Department of Higher Education and Training (DHET)	Social Services	9703
Further Education and Training (FETC)	Social Services	1025
Total		20731

Clustering of the GPSSBC into Sub Sectors

Department of Agriculture, Forestry and Fisheries (DAFF)	Economic and Infrastructure Developme	5226
Department of Communications (DOC)	Economic and Infrastructure Developme	54
Economic Development Department (EDD)	Economic and Infrastructure Developme	87
Department of Energy	Economic and Infrastructure Developme	499
Department of Environmental Affairs	Economic and Infrastructure Developme	1334
Government Communication and Information System (GCIS)	Economic and Infrastructure Developme	333
Department of Human Settlements	Economic and Infrastructure Developme	418
Department of Mineral Resources	Economic and Infrastructure Developme	922
Department of Rural Development and Land Reform	Economic and Infrastructure Developme	4803
Department of Science and Technology (DST)	Economic and Infrastructure Developme	313
Department of Small Business Development	Economic and Infrastructure Developme	129
Department of Telecommunications and Postal Services	Economic and Infrastructure Developme	235
Department of Tourism	Economic and Infrastructure Developme	441
Department of Trade and Industry (the dti)	Economic and Infrastructure Developme	1034
Department of Transport (DOT)	Economic and Infrastructure Developme	571
Department of Water and Sanitation	Economic and Infrastructure Developme	4960
Total		21359



DISCUSSION DASHBOARD:

- **Is the GPSSBC the Council for the Administrative Cluster ?**
 - **Why PSA appointees spread across PHSDSBC / GPSSBC and SSSBC**
- **Are Sectors classified against occupational classes**
 - **Why the transfer of lecturers to GPSSBC ?**
 - **Lecturers – Agricultural Colleges**
 - **Teachers and Nurses in Correctional Services employed under the correctional services act**
- **Are Entities misplaced outside the formal bargaining structures of the Public Service**
 - **If the answer is yes, where do they fall**



GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL

Thank you